

Completing & Submitting your Application Form

The application form is designed to ensure that applicants provide the necessary information to determine how they meet the essential shortlisting criteria. It also provides additional information required at the various stages of the Recruitment process.

The Trust will only accept properly completed Application Forms. No CV's are accepted (*including for Medical applicants*)

In completing your application you are encouraged to read the following information which provides some useful tips on the information to include. If you are completing your application form online please also reference the 'Step by Step Guide for Applicants'.

Meeting the Criteria set out in the Personnel Specification

- Always refer to the Job Description and Personnel Specification when completing your form.
- Clearly demonstrate on your application form how you meet the essential shortlisting criteria as detailed in the personnel specification. Failure to do so will result in you not being shortlisted for interview. Please remember that selection panels cannot make assumptions on whether or not you meet the essential shortlisting criteria.

Completing the Reference Section

We will want to seek references which cover the previous 3 years to the date of application in relation to your employment / training / education. The following is a useful guide when completing this section;

Applicant Employment Position	Who is a suitable Referee	
I am Currently employed	Your must provide a referee from your current employment who holds a managerial / supervisory post in relation to your employment. Your second referee could be another from your current or previous employment. If you have previously been employed in the HSC / NHS you must provide a referee from that employment who held a supervisory / management role in relation to your employment	
Not currently employed	Your must provide a referee from your most recent employment who holds a managerial / supervisory post in relation to your employment. Your second referee could be another from your most recent or previous employment. If you have previously been employed in the HSC / NHS you must provide a referee from that employment who held a supervisory / management role in relation to your employment.	
Self Employed	Character reference*	From previous employer / relevant Academic** reference / Other
Never been employed	Character* reference / relevant Academic** reference / Other	

***Character Reference** - eg Accountant, Banker, HM Revenue & Customs, Solicitor, Client references or voluntary organisation

****Academic Reference** - eg school, college, university

Completing your Current/Previous Employment details

- Ensure that full details are provided.
- Be specific about all the dates that you provide, these should be stated in the following format DD.MM.YYYY.
- Explain any gaps between periods of employment and include reasons for leaving each post.
- Provide a list of key duties that you have been responsible for in current post / previous posts.

Completing the Criminal Convictions / Offences Section

The application form requires you to confirm your understanding that the Trust's positions fall under the Rehabilitation of Offenders Exceptions (NI) Order 1979 as amended. Within the Health Service, criminal convictions are never regarded as spent and therefore if you are offered a post with the Trust you must tell us about all previous or pending convictions or offences (including motoring convictions), even if they happened a long time ago (other than protected convictions).

The Trust is committed to the equality of opportunity for all applicants, including those with criminal convictions. We will undertake to ensure an open, measured and recorded discussion on the subject of any offences or other matters that might be considered relevant for the position concerned e.g. the individual is applying for a driving job but has a conviction history of driving offences. This will be conducted following the selection process if this applies to the successful candidate. Whilst the disclosure of information will not automatically prevent an individual from obtaining employment, it is essential that all convictions (other than protected convictions) are disclosed to allow the Trust to adequately consider their relevance to the post in question. The Trust considers failure by applicants to declare complete and accurate information about convictions to be a serious breach of trust.

Access NI Disclosure

The Trust operates in line with the Access NI Code of Practice. Further details can be obtained from www.accessni.gov.uk

It should be noted that some posts will fall within the definition of 'Regulated Activity'. Further information on Regulated Activity can be obtained on request. Any post falling within the definition of Regulated Activity will be subject to an Access NI Enhanced Disclosure check with Barred list check.

Completing the Medical History Section

The application form requires you to confirm your understanding that you must be in a fit state of health to render regular and reliable service in the post you are applying for. If successful, you will be asked to tell us about any periods of sickness you have had in the last 3 years, whether you have been in employment or not. Your sickness absence record will be verified through the reference checking process; therefore it is important that you give full and accurate information when requested

Disability Requirements

We ask on the application form if you require any reasonable adjustments, due to disability, to enable you to attend the interview or undertake the duties of the post. Details of any

disability are only used for this purpose and do not form any part of the selection process. If you require any reasonable adjustments to be made throughout the Recruitment Process please contact the Resourcing Team to discuss.

Completing the Personal Declaration

It is important to remember that when signing the personal declaration section or submitting your form via HSCRecruit.com / email you are stating that the information is **true, complete and accurate, and that giving wrong information or leaving information out could lead to the withdrawal of an offer of employment, or dismissal if you take up a post.**

Data Protection

The information you provide the Trust will be processed in accordance with the Data Protection Act 1998. If you would like further information in relation to this please contact the Resourcing Team.

Completing the Equal Opportunity Monitoring Form

Please note that this information is regarded as part of your application and you are strongly encouraged to complete this section. This information is treated in the strictest confidence and is for monitoring /statistical purposes only. Selection panels do not have any access to this information at any stage of the recruitment process.

Advising us if you are not available to attend for interview

If you have any planned holidays, it is useful to tell us about this by detailing it on your application form. However please note that the selection panel are under no obligation to take these into account when arranging interview dates.

Submitting your completed form to the Resourcing Team

This must be received by the Resourcing Team by the stated closing date and time, as late applications will not be accepted. Forms will also not be accepted if they are incomplete or have been re-formatted.

Please remember that the Trust's standard Application Form is the only acceptable method of application to the Trust including for Medical Applicants.

You are encouraged to submit your application on line at <http://HSCRecruit.com> – full details on completing an online application form are provided at this web address. REMEMBER not to leave it until the last minute as something could happen to the internet at either end

If this is not possible you can also submit your application in hard copy format by post³ to the Resourcing Team, Southern Health and Social Care Trust, Human Resources Department, Hill Building, St Luke's Hospital Site, Loughgall Road, Armagh, County Armagh, Northern Ireland BT61 7NQ

**PLEASE DO NOT LEAVE YOUR APPLICATION UNTIL THE LAST MINUTE –
SUBMISSION BY THE CLOSING DATE AND TIME IS YOUR RESPONSIBILITY.**

³Applicants using Royal Mail should note that 1st class mail does not guarantee next day delivery. It is the responsibility of the applicant to ensure that sufficient postage has been paid to return the form to the recruitment service by the stated closing date and time.

Application Form Checklist

Please use the checklist below to help ensure that you have completed your form in full and are now ready to submit your application.

HAVE YOU...

- ☐ Read the 'Tips on completing / submitting your application form' section of this information pack?
- ☐ Clearly demonstrated how you meet all criteria requirements?
- ☐ Provided full details of 2 relevant referees which cover a 3 year period?
- ☐ Provided full details on relevant Qualifications, Registration ie subjects, grades, dates, registration number, as well as Driving Licence and access to a car details?
- ☐ Listed current / previous employment details since leaving Education, including details of posts held, exact dates (DD.MM.YYYY), and a brief summary of main duties undertaken?
- ☐ Explained any gaps in employment and listed reasons for leaving previous employment?
- ☐ Completed the disability related questions if you require reasonable adjustments?
- ☐ Read and signed / agreed to the personal declaration. REMEMBER: Failure to provide complete and accurate information may lead to a withdrawal of employment / offer of employment if this is subsequently discovered?
- ☐ Completed your equal opportunity monitoring form in full?

If you have ticked all of the above you are now ready to submit your application form.

Recruitment & Selection Process – What to Expect

The Southern Health & Social Care Trust operates a fair and impartial recruitment system which provides a positive experience of the Trust and is in line with Best Practice and legislative standards. The following should give you an idea of what is involved in this process after submitting your form:

Following the Closing date

After the closing date all applications will be considered against the essential shortlisting criteria as stated on the personnel specification. **Only those applicants who have provided all the necessary information in their application form will be invited to interview** - this is called Shortlisting. If you do not meet the essential shortlisting criteria we will advise you of this by email correspondence.



Selection process

If shortlisted you will be invited to participate in the selection process. This communication will normally be by email. You will be required to bring a form of photographic ID to the selection process.



Final Outcomes

You will be advised of the outcome of the Selection process whatever the outcome. This will normally happen by email correspondence.

If successful, you will be made a conditional offer of employment which is subject to completion of a range of satisfactory pre-employment checks, the details of which you will be advised at that time.

Once pre-employment checks have been completed satisfactorily, we will confirm your offer of employment and you will be contacted to arrange a suitable starting date. Once you have commenced in post you will be issued with a Contract of Employment.

Every effort will be made to ensure you have a positive experience when applying for a post with the Southern Trust.

Thank you again for your interest and we look forward to receiving your application.

73817038

Consultant Radiologist with a specialist interest in Gastroenterology and/or Urology

Job Information Pack

**Closing Date for Receipt of
Completed Applications is:**
Tuesday 4 April 2017 at 12:30 pm

IMPORTANT NOTE

All communication relating to your application will be sent to you via email, you should continually check your email account for correspondence, this includes checking junk mail box.

**An Equal
Opportunities
Employer**

Introduction

Thank you for your interest in applying for a post with the Southern Health & Social Care Trust. This Job Information pack will provide you with further details regarding the Job you are applying for.

It is essential that you read the Job Description and Personnel Specification carefully to allow you to demonstrate in your application form how you meet the essential criteria.

Application forms can be submitted through one of the following channels:

- **On Line** at <http://www.HSCRecruit.com> – full details on completing an online application form are provided at this web address.

Remember not to leave it until the last minute as something could happen to the internet at either end

- **Or by post¹** to the Resourcing Team, Southern Health and Social Care Trust, Human Resources Department, Hill Building, St Luke's Hospital Site, Loughgall Road, Armagh, County Armagh, Northern Ireland BT61 7NQ Tel: +44 (0)28 375 64215

Following submission of your application you will receive all correspondence relating to your application by email. **You should set up your mailbox to receive emails from Workflow.System@HSC.com** otherwise the information may go to your Junk Email box. Emails will appear to have a sender 'WF Batch'. Please check your email account on an ongoing basis for correspondence as there will be no other alerts in this regard. You should also check your Junk Email Box.

Thank you again for your interest in the Southern Health & Social Care Trust.

Southern Trust Resourcing Team

¹ Applicants using Royal Mail should note that 1st class mail does not guarantee next day delivery. It is the responsibility of the applicant to ensure that sufficient postage has been paid to return the form to the address above by the stated closing date and time.

Where Is the Southern Health & Social Care Trust, and what do we Do?

The Southern Trust provides essential patient / client centred services to a population of over 365,000 people in the local areas of Armagh, Banbridge, Craigavon, Dungannon, South Tyrone, Newry and Mourne (see map outline below):



The Trust provides both Acute and Community based services for all ages. You may wish to view further information on our website at <http://www.southerntrust.hscni.net/> or you can follow us on Facebook or Twitter

The Southern Trust Vision is 'to deliver safe, high quality health and social care services, respecting the dignity and individuality of all who use them' and this is underpinned by six values which have been developed to help achieve the vision.

Our Values

We will;

- Treat people fairly and with respect
- Be open and honest and act with integrity
- Put patients, clients, carers and community at the heart of all we do
- Value staff and support their development to improve our care
- Embrace change for the better
- Listen and learn

Our Priorities

- Providing safe high quality care
- Maximizing independence and choice for our patients and clients
- Supporting people and communities to live healthy lives and to improve their health and wellbeing
- Being a great place to work, valuing our people
- Making best use of resources
- Being a good social partner within our communities



www.planetware.com



<http://www.mourne-mountains.com/mournes/>



<http://www.armagh.co.uk>



HSC Southern Health
and Social Care Trust
Quality Care - for you, with you



APPROVAL:	THIS JOB DESCRIPTION WAS APPROVED BY DR JOHN LAWSON, REGIONAL SPECIALITY ADVISOR OF THE ROYAL COLLEGE OF RADIOLOGISTS ON 3 MARCH 2017
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JOB TITLE: Consultant Radiologist with a specialist interest in Gastroenterology and/or Urology

DEPARTMENT: Radiology

BASE/LOCATION: All posts are appointed to the Southern Health and Social Care Trust. The base hospital for this post is **Craigavon Area Hospital** however the post holder may be required to work on any site within the Southern Health and Social Care Trust.

REPORTS TO: Associate Medical Director - Cancer and Clinical Services

ACCOUNTABLE TO: Mrs E Gishkori – Director of Acute Services

SUMMARY OF POST:

- This is a replacement post and will join a team of 17 Consultant Radiologists.
- This post will participate in a 1:18 Category A on-call rota. Current pay supplement: 3%
- This post will attract a salary of **£76,001 - £102,466 per annum**
- This is a full-time position, however anyone interested in working part-time / job share is also welcome to apply.
- Annual leave will be 32 days per annum initially rising to 34 days after 7 years' seniority, plus 10 statutory and public holidays.
- The post also has an attractive study leave entitlement of up to 30 days paid leave with expenses in any period of three years.
- A relocation package may also be available if appropriate.
- The Southern Trust has established a dedicated revalidation support team which ensures all doctors have an annual appraisal with a trained appraiser and supports all doctors through the revalidation process. The Trust has also appointed corporate, Consultant and SAS Leads for appraisal and revalidation.
- The Trust offers a medical mentoring scheme which can be viewed on the Southern

Docs website [CLICK HERE](#) (Personal Information redacted by the UST).

- The Trust supports the requirements for continuing professional development (CPD) as laid down by the GMC and is committed to providing time and financial support for these activities.
- The post will attract all the terms and conditions and employment benefits associated with an NHS post e.g. NHS indemnity; access to NHS pension scheme and many additional benefits such as child care vouchers etc.

THE SOUTHERN TRUST:

The Southern Trust is one of the largest employers in Northern Ireland and Craigavon Area and Daisy Hill hospitals form the Southern Trust Acute Hospital Network - serving a population of over 360,000. Each year in our hospital network there are approximately 63,000 inpatient admissions; 25,000 day cases; 300,000 outpatient appointments; 116,000 Emergency Department attendances; and over 6,000 births. *Statistics updated in 2015*

The Southern Trust's acute hospital network was reaffirmed in 2016 as one of the UK's Top Hospitals for the fifth consecutive year. The national CHKS Top 40 Hospitals programme recognises acute sector organisations for their achievements in healthcare quality, improvement and performance. The Top Hospitals award is based on the evaluation of over 20 key performance indicators covering safety, clinical effectiveness, health outcomes, efficiency, patient experience and quality of care. As well as being placed in the Top 40 Hospitals, the Southern Trust was shortlisted for the first time ever for the CHKS National Data Quality Improvement Award. Our vision is to 'to deliver safe, high quality health and social care services, respecting the dignity and individuality of all who use them'

WHY SHOULD YOU WORK FOR US?

The Southern Trust was the first Trust in Northern Ireland to invest and implement in a fully electronic job planning system which is available for all permanent consultant and SAS doctors. This makes it much easier for doctors to maintain an up to date job plan to ensure they are paid correctly and to support the revalidation and appraisal process. Doctors in longer term temporary posts may also be able to use this system. As well as Corporate and Departmental Induction each new permanent medical employee will have an opportunity to have an informal meeting with the Medical Director at the end of month three / four of commencement with the Trust during which time they can explore the option of job shadowing a non-clinical manager within their speciality for a morning / afternoon. This will be facilitated via the relevant Associate Medical Director. There is also a fully embedded revalidation and appraisal process which supports all doctors with all of their appraisal and revalidation requirements. Opportunities also exist for doctors to avail of the Trust medical mentoring scheme.

The Southern Trust is keen to become an employer of choice for SAS doctors who choose to spend their career with us. The Trust has been proactive in encouraging the role of SAS doctors within the Trust and has a number of trained SAS Medical Appraisers and Mentors. Regular lunchtime SAS Link-Up sessions are held across the Trust which provide an opportunity for the SAS group of doctors to establish relationships and network with each other. A regional SAS Conference is also hosted by the Trust each year and a number of initiatives are being developed to support and retain our doctors within their chosen

specialties. Our doctors play a vital role in the care and treatment of our patients and in return you can expect a positive experience that will support your development as a key member of the Southern Trust. But don't just take our word for it – listen to the comments of a few of our European doctors who have chosen to relocate from their home country and make a career with the Southern Trust:

<https://vimeo.com/155571807>

<https://vimeo.com/155571800>

<https://vimeo.com/155571809>

Access code: ateam

SOUTHERN TRUST – IN THE SPOTLIGHT

The Southern Trust is one of the largest employers in Northern Ireland. Follow us on Twitter to hear all the latest news <https://mobile.twitter.com/southernhsct> or visit our YouTube channel for more news: https://www.youtube.com/channel/UC0YNNjgHJwX4WKregeR_IDQ/videos.

Some of our key achievements in 2015/16:

A day in the life of Southern Trust: [CLICK HERE](#)

Consultant Geriatrician recognised at prestigious Institute of Health Care Management Awards: [CLICK HERE](#)

First UK Hospital to Trial Groundbreaking Physio for Critically ill Patients: [CLICK HERE](#)

First Trust in NI to trial new baby heart screening test: [CLICK HERE](#)

UK Wide Recognition for Daisy Hill Anaesthetist: [CLICK HERE](#)

Junior doctors rank Southern Trust among top 10 UK providers to work for: [CLICK HERE](#)

Southern Trust Anaesthetists Ranked Top in Northern Ireland: [CLICK HERE](#)

RADIOLOGY DIVISION**SITES**

The Southern Trust provides acute and elective radiology services in Craigavon Area Hospital and Daisy Hill Hospital, with a 7 day service being provided for acute diagnostic radiology, including radiography, ultrasound, CT and MRI. A dedicated breast unit is sited in the Craigavon Area Hospital.

Further elective radiology services are provided in South Tyrone Hospital, Armagh Community Hospital, Lurgan Hospital, Banbridge Polyclinic and Portadown Health Centre - in line with the ethos of providing patient services "in the right place, at the right time."

RIS/PACS

The Southern Trust utilizes the regional Northern Ireland PACS solution with an integrated RIS/PACS complete with voice recognition, advanced visualization and decision support software. Home workstations are provided along with IT support and a programme of calibration.

OFFICE AND SECRETARIAL SUPPORT

Shared office facilities and secretarial support are provided within the division. There are 3 WTE medical secretaries.

ON-CALL

All consultants participate on a Trust wide on-call rota, with a current frequency of 1 in 17. Overnight (10pm to 8am) outsourcing is in place for CT. Radiology registrars appointed to the Southern Trust, supplemented by locums, provide first on-call cover until 10pm. Consultants also provide a resident Saturday and Sunday service with a current frequency of 1 in 17.

TEACHING, RESEARCH AND AUDIT

The department is part of the Northern Ireland Radiology Training scheme, accommodating three registrars, with two Consultants appointed as Clinical and Educational Supervisors. All Consultants are encouraged to participate in the regional radiology registrar teaching syllabus. A member of the department has been recently appointed as a Royal College of Radiologist examiner.

A new conference room is being furnished in the Craigavon Radiology Department, which will include large interactive monitors and an Osirix workstation. The department regularly hosts medical students from Queen's University Belfast and two Consultants hold Honorary Lecturer positions.

Clinical audit forms part of the revalidation process and involvement in research is encouraged.

EQUIPMENT**Craigavon Hospital**

CT	Toshiba Aquilion Prime, 2016 Toshiba Aquilion Prime Mobile (temporary) A dedicated CT suite with 2 permanent CT scanners is planned for 2018
MRI	Siemens Area 1.5T, 2015

	Siemens Aera 1.5T, 2014
US	8 x Toshiba Aplio, 2009 – 2016
	BK Medical Flex Focus, 2013
	Hitachi Avius (EUS & EBUS), 2012
Breast	Hologic Dimensions, 2011
	Hologic Selenia, 2011
	Hologic Multi Care Prone Table, 2015
	Hologic Affirm Biopsy, 2015
	GE Logic Ultrasound, 2010
	GE Logic Ultrasound, 2010
	Bard Encor Vacuum Biopsy, 2013).
	Mobile screening unit, Siemens Mammomat & Mammomat Tomo, 2014
Fluoroscopy	Siemens Artis Zee, 2011
	Siemens Axiom Artis, 2004
Nuclear	Siemens Symbia SPECT CT, 2008
	Siemens E Cam, 1999
Radiographic	2 x Siemens Ysio DR, 2013
	3 x Shimadzu DR, 2011
	Sirona & Belmont Dental DR, 2013
	Carestream mobile DR, 2013
	Shimadzu mobile DR, 2009
	2 x AMX4 mobile, 1996

Daisy Hill Hospital

CT	Toshiba Aquilion, 2010
US	2 x Toshiba Aplio, 2010 & 2011
Fluoroscopy	Philips, 2003
Radiographic	Siemens Ysio DR, 2014
	4x Carestream mobile DR, 2015
	Kodak & Belmont Dental DR, 2011 & 2014

South Tyrone Hospital

CT	Phillips Ingenuity 128, 2015
US	Toshiba Aplio, 2011
DEXA	Hologic QDR, 2012
Radiographic	Siemens Isio DR, 2013

Portadown Health Centre

US	Toshiba Aplio, 2010
Radiographic	Carestream DR, 2010

Banbridge Polyclinic

US	Toshiba Aplio, 2016
Radiographic	Carestream DR, 2016

Armagh Hospital

US	Toshiba Aplio, 2012
Radiographic	Shimadzu CR, 2006

Lurgan Hospital

Radiographic Shimadzu, 2006

EXAMINATIONS, APRIL 2015 – MARCH 2016

CT	26426
MRI	14018
US (Non Obstetric)	40868
US (Obstetric)	6090
Fluoroscopy	3383
Intervention	259
Radiographs	191980
DEXA	2591
Mammography (Symptomatic)	5632
Mammography (Screening)	12803
Nuclear Medicine	2184
Total	306230

MEDICAL STAFF

	<i>Subspecialty Interests</i>	<i>PAs</i>
Dr A Carson, FRCR	Gynaecology and Paediatrics	11
Dr P Rice, FRCR	Gastrointestinal	11
Dr M Fawzy, FRCR	Nuclear (Sabbatical)	
Dr M Ahmed, FRCR	General	11
Dr E Conlon, FRCR	General	11
Dr D Gracey, FRCR	Musculoskeletal	11
Dr J Yarr, FRCR	Paediatrics	7
Dr M Williams, FRCR	Urology	11
Dr S Porter, FRCR	Musculoskeletal	11
Dr R McConville, FRCR	Interventional	11
Dr L Johnston, FRCR	Breast	11
Dr A Milligan, FRCR	Musculoskeletal	11
Dr B James, FRCR	Cardiac, Musculoskeletal	11
Dr P McGarry, FRCR	Neuroradiology, Head & Neck	11
Dr P McSherry, FRCR	Neuroradiology, Paediatrics	11
Dr I Yousuf, FRCR	Musculoskeletal, Gastroenterology	11
Dr M Jamison, FRCR	Neuroradiology (Sabbatical)	

RADIOGRAPHIC AND ADMINISTRATIVE STAFF

Assistant Director of Cancer & Clinical Services	Mrs H Trouton
Head of Diagnostics	Mrs J Robinson
Site Lead Radiographers	3
Radiographers	132 WTE
Practitioners	5.5 WTE

Assistants	17 WTE
Nurses	3 WTE
Clerical	34 WTE

DUTIES OF THE POST:

The post holder will:

- Have experience in Gastroenterology and / or Urology, with evidence of subspecialty training and MDT participation.
- Be expected to undertake those examinations which would be encountered in an Area Acute Hospital.
- Demonstrate good general experience in CT, Ultrasound, MRI and screening procedures.
- Be part of a Radiology team with responsibility for all work performed in the directorate which includes Daisy Hill Hospital, Lurgan Hospital, Banbridge Polyclinic, South Tyrone Hospital and Armagh Community Hospital.
- Be expected to keep up to date with innovations and ideas within the profession, and within the Health Service, and will work with other professionals towards improvement of the service.
- Be required to participate in a planned programme of Medical Audit with colleagues at Hospital and Area level.
- Be required to participate in an on-call rota with other Radiologists in the Southern Trust, as agreed with his/her Consultant colleagues.
- Have continuing responsibility for the patients under his/her care.
- Undertake administrative duties associated with the care of his/her patients.

PROPOSED JOB PLAN / ROTA PATTERN

A provisional job plan is outlined below which illustrates the content, but not necessarily the distribution of the individual fixed sessions. It is indicative only and may be subject to change following discussion with your clinical manager to deliver against service delivery.

	TIME	WORK ACTIVITY	HOURS				Total
			DCC	SPA	APA	EPA	
Mon	09.00 – 13.00	SPA		4			8
	13:00 – 17:00	MRI	4				
Tues	09.00 – 13.00	CT	4				8
	13.00 – 17.00	Fluoroscopy	4				
Wed	09.00 – 13.00	CT	4				6
	13.00 – 15.00	Reporting	2				
Thur	09.00 – 13.00	SPA / MDM preparation	2	2			6
	13.00 – 15.00	MDMs	2				
Fri	09.00 – 13.00	Ultrasound	4				8
	13.00 – 17.00	MRI/Admin	4				
TOTAL HOURS			30	6			36
TOTAL PAs			7.5	1.5			9

Programmed Activities	Number of PAs
Direct Clinical Care	7.5
Supporting Professional Activities	1.5
On call (including weekend working)	1
Total PA's	10

Emergency Work	
On-call Rota Frequency:	1 in 17
Agreed Category: (consultants only)	Category A
On-call % Supplement	3%

TERMS AND CONDITIONS:

This post will be contracted in accordance with:

Consultant Terms and Conditions which can be viewed at:

<https://www.dhsspsni.gov.uk/sites/default/files/publications/dhssps/revised-consultants-terms.pdf>

Your salary scale will be in accordance with the NHS Remuneration for your grade, which can be viewed at: [CLICK HERE](#)

If you would like any additional information about this post, for example details of the specialty or existing staff, please contact Dr David Gracey – Clinical Director of

GENERAL REQUIREMENTS:

The post holder will be required to:

1. Ensure the Trust's policy on equality of opportunity is promoted through his/her own actions and those of any staff for whom he/she has responsibility.
2. Co-operate fully with the implementation of the Trust's Health and Safety arrangements, reporting any accidents/incidents/equipment defects to his/her manager, and maintaining a clean, uncluttered and safe environment for patients/clients, members of the public and staff.
3. Adhere at all times to all Trust policies/codes of conduct, including for example:
 - Smoke Free policy
 - IT Security Policy and Code of Conduct
 - standards of attendance, appearance and behaviour
4. All employees of the trust are legally responsible for all records held, created or used as part of their business within the Trust including patients/clients, corporate and administrative records whether paper-based or electronic and also including emails. All such records are public records and are accessible to the general public, with limited exception, under the Freedom of Information act 2000 the Environmental Information Regulations 2004 and the Data Protection Acts 1998. Employees are required to be conversant with the Trusts policy and procedures on records management and to seek advice if in doubt.
5. Represent the Trust's commitment to providing the highest possible standard of service to patients/clients and members of the public, by treating all those with whom he/she comes into contact in the course of work, in a pleasant, courteous and respectful manner.
6. It is a standard condition that all Trust staff may be required to serve at any location within the Trust's area, as needs of the service demand.

SOUTHERN HEALTH & SOCIAL CARE TRUST
PERSONNEL SPECIFICATION

JOB TITLE: Consultant Radiologist with a specialist interest in Gastroenterology and/or Urology - CAH

DIRECTORATE: Acute Services

HOURS: Full-time February 2017

SALARY: £76,001 - £102,466 per annum

Notes to applicants:

1. **Your application form:** You must clearly demonstrate on your application form how you meet the required criteria – failure to do so may result in you not being shortlisted. You should do this for both essential and desirable criteria requirements. All essential criteria requirements listed below must be met by the stated closing date, unless otherwise stated.
2. Proof of qualifications and/or professional registration will be required if an offer of employment is made – if you are unable to provide this, the offer may be withdrawn.

You MUST demonstrate all necessary shortlisting criteria on the Trust's standard application form or you may not be shortlisted.

ESSENTIAL CRITERIA – these are criteria all applicants **MUST** be able to demonstrate either at shortlisting or at interview. Applicants should therefore make it clear on their application form whether or not they meet these criteria. Failure to do so may result in you not being shortlisted. The stage in the process when the criteria will be measured is stated below;

The following are essential criteria which will initially be measured at Shortlisting Stage although may also be further explored during the interview stage;

1. Hold Full registration with the General Medical Council (London) with Licence to Practice or be able to obtain by time of appointment;²
2. Hold a Higher Professional Diploma i.e. Fellowship of the Royal College of Radiologists (FRCR) or equivalent qualification;
3. Entry on the GMC (London) Specialist Register via:
 - CCT in the specialty (proposed CCT date must be within 6 months of interview)
 - CESR or
 - European Community Rights
4. Have adequate sub-specialty training in Gastroenterology and/or Urology Imaging to

² If successful at interview, applicants will be required to provide proof of their GMC application. Applicants must be registered, with a licence to practice at the time of appointment.

function as part of the MDT.

The following are essential criteria which will be measured during the interview stage.

5. Have an understanding of the Radiological Service provision in the Southern Trust area.
6. Knowledge of evidence based approach to clinical care.
7. Understanding of the implication of clinical governance.
8. Have an interest in teaching and research.
9. Ability to lead and engender high standards of care.
10. Ability to develop strategies to meet changing demands.
11. Willingness to work flexibly as part of a team.
12. Good communication and interpersonal skills.
13. Ability to work well within a multidisciplinary team.
14. Ability to effectively train and supervise medical undergraduates and postgraduates.

DESIRABLE CRITERIA – these will only be used where it is necessary to introduce additional job related criteria to ensure files are manageable. Applicants should therefore make it clear on their application form whether or not they meet these criteria. Failure to do so may result in you not being short listed

1. Have some formal training in teaching methods.
2. Have management experience.
3. Have experience in research.

WE ARE AN EQUAL OPPORTUNITIES EMPLOYER

The Benefits of Working for the Southern Trust

There are many key benefits of working for the Southern Trust. The Trust offers competitive remuneration packages with excellent Terms & Conditions of Service. Other than Medical & Dental staff all other staff are on the Agenda for Change Terms & Conditions of service which can be viewed on <http://www.dhsspsni.gov.uk/scuagenda-2>. Below are some points to highlight;

Annual Leave and Statutory/Public Holidays

The Trust offers excellent provision for annual leave and Public / Statutory Holidays as follows which vary slightly for different staff groups but generally range between 27 – 33 days annual leave plus 10 statutory / public holidays.

Human Resources Policies

The Trust offers a wide range of Human Resource Policies to underpin the value that is placed on its staff such as:

- A range of Work Life Balance/Flexible Working Policies;
- Child Care Voucher Scheme;
- Cycle to Work Scheme;
- Savings on Social and Leisure Facilities;
- Excellent Employee Health & Well-being Support;
- Free Parking across the Trust sites;
- A strong commitment to Equality of Opportunity.

Continuous Professional Development

The Trust offers a strong preceptorship programme, rotational opportunities and ongoing continuous professional development through Annual Personal Development Reviews.

Modern Facilities

The Trust is continually updating its facilities to ensure modern 'State of the Art' care environments for all its service users and staff.

HSC Pension Scheme / HPSS Superannuation Scheme

One of the leading pension schemes available, Trust staff may choose to join the Health & Social Care Pension Scheme. Further information may be obtained from the HSC Pension Service Website at www.hscpensions.hscni.net. Applicants who are already members of the HPSS Superannuation Scheme may continue with their current arrangements.

Further Information on these and other policies are available on request

Committed to Equality of Opportunity

The Trust recognises and values the diversity of its workforce and the population it serves. The Trust is committed to a working environment free from intimidation of any kind. Through a systematic and objective recruitment & selection process the Trust is committed to ensuring that appointment decisions are taken solely on the basis of merit.

Completing & Submitting your Application Form

The application form is designed to ensure that applicants provide the necessary information to determine how they meet the essential shortlisting criteria. It also provides additional information required at the various stages of the Recruitment process.

The Trust will only accept properly completed Application Forms. No CV's are accepted (*including for Medical applicants*)

In completing your application you are encouraged to read the following information which provides some useful tips on the information to include. If you are completing your application form online please also reference the 'Step by Step Guide for Applicants'.

Meeting the Criteria set out in the Personnel Specification

- Always refer to the Job Description and Personnel Specification when completing your form.
- Clearly demonstrate on your application form how you meet the essential shortlisting criteria as detailed in the personnel specification. Failure to do so will result in you not being shortlisted for interview. Please remember that selection panels cannot make assumptions on whether or not you meet the essential shortlisting criteria.

Completing the Reference Section

We will want to seek references which cover the previous 3 years to the date of application in relation to your employment / training / education. The following is a useful guide when completing this section;

Applicant Employment Position	Who is a suitable Referee	
I am Currently employed	Your must provide a referee from your current employment who holds a managerial / supervisory post in relation to your employment. Your second referee could be another from your current or previous employment. If you have previously been employed in the HSC / NHS you must provide a referee from that employment who held a supervisory / management role in relation to your employment	
Not currently employed	Your must provide a referee from your most recent employment who holds a managerial / supervisory post in relation to your employment. Your second referee could be another from your most recent or previous employment. If you have previously been employed in the HSC / NHS you must provide a referee from that employment who held a supervisory / management role in relation to your employment.	
Self Employed	Character reference*	From previous employer / relevant Academic** reference / Other
Never been employed	Character* reference / relevant Academic** reference / Other	

***Character Reference** - eg Accountant, Banker, HM Revenue & Customs, Solicitor, Client references or voluntary organisation

****Academic Reference** - eg school, college, university

Completing your Current/Previous Employment details

- Ensure that full details are provided.
- Be specific about all the dates that you provide, these should be stated in the following format DD.MM.YYYY.
- Explain any gaps between periods of employment and include reasons for leaving each post.
- Provide a list of key duties that you have been responsible for in current post / previous posts.

Completing the Criminal Convictions / Offences Section

The application form requires you to confirm your understanding that the Trust's positions fall under the Rehabilitation of Offenders Exceptions (NI) Order 1979 as amended. Within the Health Service, criminal convictions are never regarded as spent and therefore if you are offered a post with the Trust you must tell us about all previous or pending convictions or offences (including motoring convictions), even if they happened a long time ago (other than protected convictions).

The Trust is committed to the equality of opportunity for all applicants, including those with criminal convictions. We will undertake to ensure an open, measured and recorded discussion on the subject of any offences or other matters that might be considered relevant for the position concerned e.g. the individual is applying for a driving job but has a conviction history of driving offences. This will be conducted following the selection process if this applies to the successful candidate. Whilst the disclosure of information will not automatically prevent an individual from obtaining employment, it is essential that all convictions (other than protected convictions) are disclosed to allow the Trust to adequately consider their relevance to the post in question. The Trust considers failure by applicants to declare complete and accurate information about convictions to be a serious breach of trust.

Access NI Disclosure

The Trust operates in line with the Access NI Code of Practice. Further details can be obtained from www.accessni.gov.uk

It should be noted that some posts will fall within the definition of 'Regulated Activity'. Further information on Regulated Activity can be obtained on request. Any post falling within the definition of Regulated Activity will be subject to an Access NI Enhanced Disclosure check with Barred list check.

Completing the Medical History Section

The application form requires you to confirm your understanding that you must be in a fit state of health to render regular and reliable service in the post you are applying for. If successful, you will be asked to tell us about any periods of sickness you have had in the last 3 years, whether you have been in employment or not. Your sickness absence record will be verified through the reference checking process; therefore it is important that you give full and accurate information when requested

Disability Requirements

We ask on the application form if you require any reasonable adjustments, due to disability, to enable you to attend the interview or undertake the duties of the post. Details of any

disability are only used for this purpose and do not form any part of the selection process. If you require any reasonable adjustments to be made throughout the Recruitment Process please contact the Resourcing Team to discuss.

Completing the Personal Declaration

It is important to remember that when signing the personal declaration section or submitting your form via HSCRecruit.com / email you are stating that the information is **true, complete and accurate, and that giving wrong information or leaving information out could lead to the withdrawal of an offer of employment, or dismissal if you take up a post.**

Data Protection

The information you provide the Trust will be processed in accordance with the Data Protection Act 1998. If you would like further information in relation to this please contact the Resourcing Team.

Completing the Equal Opportunity Monitoring Form

Please note that this information is regarded as part of your application and you are strongly encouraged to complete this section. This information is treated in the strictest confidence and is for monitoring /statistical purposes only. Selection panels do not have any access to this information at any stage of the recruitment process.

Advising us if you are not available to attend for interview

If you have any planned holidays, it is useful to tell us about this by detailing it on your application form. However please note that the selection panel are under no obligation to take these into account when arranging interview dates.

Submitting your completed form to the Resourcing Team

This must be received by the Resourcing Team by the stated closing date and time, as late applications will not be accepted. Forms will also not be accepted if they are incomplete or have been re-formatted.

Please remember that the Trust's standard Application Form is the only acceptable method of application to the Trust including for Medical Applicants.

You are encouraged to submit your application on line at <http://HSCRecruit.com> – full details on completing an online application form are provided at this web address. REMEMBER not to leave it until the last minute as something could happen to the internet at either end

If this is not possible you can also submit your application in hard copy format by post³ to the Resourcing Team, Southern Health and Social Care Trust, Human Resources Department, Hill Building, St Luke's Hospital Site, Loughgall Road, Armagh, County Armagh, Northern Ireland BT61 7NQ

**PLEASE DO NOT LEAVE YOUR APPLICATION UNTIL THE LAST MINUTE –
SUBMISSION BY THE CLOSING DATE AND TIME IS YOUR RESPONSIBILITY.**

³Applicants using Royal Mail should note that 1st class mail does not guarantee next day delivery. It is the responsibility of the applicant to ensure that sufficient postage has been paid to return the form to the recruitment service by the stated closing date and time.

Application Form Checklist

Please use the checklist below to help ensure that you have completed your form in full and are now ready to submit your application.

HAVE YOU...

- ☐ Read the 'Tips on completing / submitting your application form' section of this information pack?
- ☐ Clearly demonstrated how you meet all criteria requirements?
- ☐ Provided full details of 2 relevant referees which cover a 3 year period?
- ☐ Provided full details on relevant Qualifications, Registration ie subjects, grades, dates, registration number, as well as Driving Licence and access to a car details?
- ☐ Listed current / previous employment details since leaving Education, including details of posts held, exact dates (DD.MM.YYYY), and a brief summary of main duties undertaken?
- ☐ Explained any gaps in employment and listed reasons for leaving previous employment?
- ☐ Completed the disability related questions if you require reasonable adjustments?
- ☐ Read and signed / agreed to the personal declaration. REMEMBER: Failure to provide complete and accurate information may lead to a withdrawal of employment / offer of employment if this is subsequently discovered?
- ☐ Completed your equal opportunity monitoring form in full?

If you have ticked all of the above you are now ready to submit your application form.

Recruitment & Selection Process – What to Expect

The Southern Health & Social Care Trust operates a fair and impartial recruitment system which provides a positive experience of the Trust and is in line with Best Practice and legislative standards. The following should give you an idea of what is involved in this process after submitting your form:

Following the Closing date

After the closing date all applications will be considered against the essential shortlisting criteria as stated on the personnel specification. **Only those applicants who have provided all the necessary information in their application form will be invited to interview** - this is called Shortlisting. If you do not meet the essential shortlisting criteria we will advise you of this by email correspondence.



Selection process

If shortlisted you will be invited to participate in the selection process. This communication will normally be by email. You will be required to bring a form of photographic ID to the selection process.



Final Outcomes

You will be advised of the outcome of the Selection process whatever the outcome. This will normally happen by email correspondence.

If successful, you will be made a conditional offer of employment which is subject to completion of a range of satisfactory pre-employment checks, the details of which you will be advised at that time.

Once pre-employment checks have been completed satisfactorily, we will confirm your offer of employment and you will be contacted to arrange a suitable starting date. Once you have commenced in post you will be issued with a Contract of Employment.

Every effort will be made to ensure you have a positive experience when applying for a post with the Southern Trust.

Thank you again for your interest and we look forward to receiving your application.

73817039

Consultant Radiologist with a specialist interest in Nuclear Medicine

Job Information Pack

**Closing Date for Receipt of
Completed Applications is:**
Tuesday 4 April 2017 at 12:30 pm

IMPORTANT NOTE

All communication relating to your application will be sent to you via email, you should continually check your email account for correspondence, this includes checking junk mail box.

**An Equal
Opportunities
Employer**

Introduction

Thank you for your interest in applying for a post with the Southern Health & Social Care Trust. This Job Information pack will provide you with further details regarding the Job you are applying for.

It is essential that you read the Job Description and Personnel Specification carefully to allow you to demonstrate in your application form how you meet the essential criteria.

Application forms can be submitted through one of the following channels:

- **On Line** at <http://www.HSCRecruit.com> – full details on completing an online application form are provided at this web address.

Remember not to leave it until the last minute as something could happen to the internet at either end

- **Or by post¹** to the Resourcing Team, Southern Health and Social Care Trust, Human Resources Department, Hill Building, St Luke's Hospital Site, Loughgall Road, Armagh, County Armagh, Northern Ireland BT61 7NQ Tel: +44 (0)28 375 64215

Following submission of your application you will receive all correspondence relating to your application by email. **You should set up your mailbox to receive emails from Workflow.System@HSC.com** otherwise the information may go to your Junk Email box. Emails will appear to have a sender 'WF Batch'. Please check your email account on an ongoing basis for correspondence as there will be no other alerts in this regard. You should also check your Junk Email Box.

Thank you again for your interest in the Southern Health & Social Care Trust.

Southern Trust Resourcing Team

¹ Applicants using Royal Mail should note that 1st class mail does not guarantee next day delivery. It is the responsibility of the applicant to ensure that sufficient postage has been paid to return the form to the address above by the stated closing date and time.

Where Is the Southern Health & Social Care Trust, and what do we Do?

The Southern Trust provides essential patient / client centred services to a population of over 365,000 people in the local areas of Armagh, Banbridge, Craigavon, Dungannon, South Tyrone, Newry and Mourne (see map outline below):



The Trust provides both Acute and Community based services for all ages. You may wish to view further information on our website at <http://www.southerntrust.hscni.net/> or you can follow us on Facebook or Twitter

The Southern Trust Vision is 'to deliver safe, high quality health and social care services, respecting the dignity and individuality of all who use them' and this is underpinned by six values which have been developed to help achieve the vision.

Our Values

We will;

- Treat people fairly and with respect
- Be open and honest and act with integrity
- Put patients, clients, carers and community at the heart of all we do
- Value staff and support their development to improve our care
- Embrace change for the better
- Listen and learn

Our Priorities

- Providing safe high quality care
- Maximizing independence and choice for our patients and clients
- Supporting people and communities to live healthy lives and to improve their health and wellbeing
- Being a great place to work, valuing our people
- Making best use of resources
- Being a good social partner within our communities



www.planetware.com



<http://www.mourne-mountains.com/mournes/>



<http://www.armagh.co.uk>



HSC Southern Health
and Social Care Trust
Quality Care - for you, with you



APPROVAL:	THIS JOB DESCRIPTION WAS APPROVED BY DR JOHN LAWSON, REGIONAL SPECIALITY ADVISOR OF THE ROYAL COLLEGE OF RADIOLOGISTS ON 3 MARCH 2017
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JOB TITLE: Consultant Radiologist with a specialist interest in Nuclear Medicine

DEPARTMENT: Radiology

BASE/LOCATION: All posts are appointed to the Southern Health and Social Care Trust. The base hospital for this post is **Craigavon Area Hospital** however the post holder may be required to work on any site within the Southern Health and Social Care Trust.

REPORTS TO: Associate Medical Director for Cancer and Clinical Services

ACCOUNTABLE TO: Mrs E Gishkori – Director of Acute Services

SUMMARY OF POST:

- This is a replacement post and will join a team of 17 Consultant Radiologists.
- This post will participate in a 1:18 Category A on-call rota. Current pay supplement: 3%
- This post will attract a salary of **£76,001- £102,466 per annum**
- This is a full-time position, however anyone interested in working part-time / job share is also welcome to apply.
- Annual leave will be 32 days per annum initially rising to 34 days after 7 years' seniority, plus 10 statutory and public holidays.
- The post also has an attractive study leave entitlement of up to 30 days paid leave with expenses in any period of three years.
- A relocation package may also be available if appropriate.
- The Southern Trust has established a dedicated revalidation support team which ensures all doctors have an annual appraisal with a trained appraiser and supports all doctors through the revalidation process. The Trust has also appointed corporate, Consultant and SAS Leads for appraisal and revalidation.
- The Trust offers a medical mentoring scheme which can be viewed on the Southern

Docs website [CLICK HERE](#) (Personal Information redacted by the UST).

- The Trust supports the requirements for continuing professional development (CPD) as laid down by the GMC and is committed to providing time and financial support for these activities.
- The post will attract all the terms and conditions and employment benefits associated with an NHS post e.g. NHS indemnity; access to NHS pension scheme and many additional benefits such as child care vouchers etc.

THE SOUTHERN TRUST:

The Southern Trust is one of the largest employers in Northern Ireland and Craigavon Area and Daisy Hill hospitals form the Southern Trust Acute Hospital Network - serving a population of over 360,000. Each year in our hospital network there are approximately 63,000 inpatient admissions; 25,000 day cases; 300,000 outpatient appointments; 116,000 Emergency Department attendances; and over 6,000 births. *Statistics updated in 2015*

The Southern Trust's acute hospital network was reaffirmed in 2016 as one of the UK's Top Hospitals for the fifth consecutive year. The national CHKS Top 40 Hospitals programme recognises acute sector organisations for their achievements in healthcare quality, improvement and performance. The Top Hospitals award is based on the evaluation of over 20 key performance indicators covering safety, clinical effectiveness, health outcomes, efficiency, patient experience and quality of care. As well as being placed in the Top 40 Hospitals, the Southern Trust was shortlisted for the first time ever for the CHKS National Data Quality Improvement Award. Our vision is to 'to deliver safe, high quality health and social care services, respecting the dignity and individuality of all who use them'

WHY SHOULD YOU WORK FOR US?

The Southern Trust was the first Trust in Northern Ireland to invest and implement in a fully electronic job planning system which is available for all permanent consultant and SAS doctors. This makes it much easier for doctors to maintain an up to date job plan to ensure they are paid correctly and to support the revalidation and appraisal process. Doctors in longer term temporary posts may also be able to use this system. As well as Corporate and Departmental Induction each new permanent medical employee will have an opportunity to have an informal meeting with the Medical Director at the end of month three / four of commencement with the Trust during which time they can explore the option of job shadowing a non-clinical manager within their speciality for a morning / afternoon. This will be facilitated via the relevant Associate Medical Director. There is also a fully embedded revalidation and appraisal process which supports all doctors with all of their appraisal and revalidation requirements. Opportunities also exist for doctors to avail of the Trust medical mentoring scheme.

The Southern Trust is keen to become an employer of choice for SAS doctors who choose to spend their career with us. The Trust has been proactive in encouraging the role of SAS doctors within the Trust and has a number of trained SAS Medical Appraisers and Mentors. Regular lunchtime SAS Link-Up sessions are held across the Trust which provide an opportunity for the SAS group of doctors to establish relationships and network with each other. A regional SAS Conference is also hosted by the Trust each year and a number of initiatives are being developed to support and retain our doctors within their chosen

specialties. Our doctors play a vital role in the care and treatment of our patients and in return you can expect a positive experience that will support your development as a key member of the Southern Trust. But don't just take our word for it – listen to the comments of a few of our European doctors who have chosen to relocate from their home country and make a career with the Southern Trust:

<https://vimeo.com/155571807>

<https://vimeo.com/155571800>

<https://vimeo.com/155571809>

Access code: ateam

SOUTHERN TRUST – IN THE SPOTLIGHT

The Southern Trust is one of the largest employers in Northern Ireland. Follow us on Twitter to hear all the latest news <https://mobile.twitter.com/southernhsct> or visit our YouTube channel for more news: https://www.youtube.com/channel/UC0YNNjgHJwX4WKregeR_IDQ/videos.

Some of our key achievements in 2015/16:

A day in the life of Southern Trust: [CLICK HERE](#)

Consultant Geriatrician recognised at prestigious Institute of Health Care Management Awards: [CLICK HERE](#)

First UK Hospital to Trial Groundbreaking Physio for Critically ill Patients: [CLICK HERE](#)

First Trust in NI to trial new baby heart screening test: [CLICK HERE](#)

UK Wide Recognition for Daisy Hill Anaesthetist: [CLICK HERE](#)

Junior doctors rank Southern Trust among top 10 UK providers to work for: [CLICK HERE](#)

Southern Trust Anaesthetists Ranked Top in Northern Ireland: [CLICK HERE](#)

RADIOLOGY DIVISION**SITES**

The Southern Trust provides acute and elective radiology services in Craigavon Area Hospital and Daisy Hill Hospital, with a 7 day service being provided for acute diagnostic radiology, including radiography, ultrasound, CT and MRI. A dedicated breast unit is sited in the Craigavon Area Hospital.

Further elective radiology services are provided in South Tyrone Hospital, Armagh Community Hospital, Lurgan Hospital, Banbridge Polyclinic and Portadown Health Centre - in line with the ethos of providing patient services "in the right place, at the right time."

RIS/PACS

The Southern Trust utilizes the regional Northern Ireland PACS solution with an integrated RIS/PACS complete with voice recognition, advanced visualization and decision support software. Home workstations are provided along with IT support and a programme of calibration.

OFFICE AND SECRETARIAL SUPPORT

Shared office facilities and secretarial support are provided within the division. There are 3 WTE medical secretaries.

ON-CALL

All consultants participate on a Trust wide on-call rota, with a current frequency of 1 in 17. Overnight (10pm to 8am) outsourcing is in place for CT. Radiology registrars appointed to the Southern Trust, supplemented by locums, provide first on-call cover until 10pm. Consultants also provide a resident Saturday and Sunday service with with a current frequency of 1 in 17.

TEACHING, RESEARCH AND AUDIT

The department is part of the Northern Ireland Radiology Training scheme, accommodating three registrars, with two Consultants appointed as Clinical and Educational Supervisors. All Consultants are encouraged to participate in the regional radiology registrar teaching syllabus. A member of the department has been recently appointed as a Royal College of Radiologist examiner.

A new conference room is being furnished in the Craigavon Radiology Department, which will include large interactive monitors and an Osirix workstation. The department regularly hosts medical students from Queen's University Belfast and two Consultants hold Honorary Lecturer positions.

Clinical audit forms part of the revalidation process and involvement in research is encouraged.

EQUIPMENT**Craigavon Hospital**

CT	Toshiba Aquilion Prime, 2016 Toshiba Aquilion Prime Mobile (temporary) A dedicated CT suite with 2 permanent CT scanners is planned for 2018
MRI	Siemens Area 1.5T, 2015

	Siemens Aera 1.5T, 2014
US	8 x Toshiba Aplio, 2009 – 2016
	BK Medical Flex Focus, 2013
	Hitachi Avius (EUS & EBUS), 2012
Breast	Hologic Dimensions, 2011
	Hologic Selenia, 2011
	Hologic Multi Care Prone Table, 2015
	Hologic Affirm Biopsy, 2015
	GE Logic Ultrasound, 2010
	GE Logic Ultrasound, 2010
	Bard Encor Vacuum Biopsy, 2013).
	Mobile screening unit, Siemens Mammomat & Mammomat Tomo, 2014
Fluoroscopy	Siemens Artis Zee, 2011
	Siemens Axiom Artis, 2004
Nuclear	Siemens Symbia SPECT CT, 2008
	Siemens E Cam, 1999
Radiographic	2 x Siemens Ysio DR, 2013
	3 x Shimadzu DR, 2011
	Sirona & Belmont Dental DR, 2013
	Carestream mobile DR, 2013
	Shimadzu mobile DR, 2009
	2 x AMX4 mobile, 1996

Daisy Hill Hospital

CT	Toshiba Aquilion, 2010
US	2 x Toshiba Aplio, 2010 & 2011
Fluoroscopy	Philips, 2003
Radiographic	Siemens Ysio DR, 2014
	4x Carestream mobile DR, 2015
	Kodak & Belmont Dental DR, 2011 & 2014

South Tyrone Hospital

CT	Phillips Ingenuity 128, 2015
US	Toshiba Aplio, 2011
DEXA	Hologic QDR, 2012
Radiographic	Siemens Isio DR, 2013

Portadown Health Centre

US	Toshiba Aplio, 2010
Radiographic	Carestream DR, 2010

Banbridge Polyclinic

US	Toshiba Aplio, 2016
Radiographic	Carestream DR, 2016

Armagh Hospital

US	Toshiba Aplio, 2012
Radiographic	Shimadzu CR, 2006

Lurgan Hospital

Radiographic Shimadzu, 2006

EXAMINATIONS, APRIL 2015 – MARCH 2016

CT	26426
MRI	14018
US (Non Obstetric)	40868
US (Obstetric)	6090
Fluoroscopy	3383
Intervention	259
Radiographs	191980
DEXA	2591
Mammography (Symptomatic)	5632
Mammography (Screening)	12803
Nuclear Medicine	2184
Total	306230

MEDICAL STAFF

	<i>Subspecialty Interests</i>	<i>PAs</i>
Dr A Carson, FRCR	Gynaecology and Paediatrics	11
Dr P Rice, FRCR	Gastrointestinal	11
Dr M Fawzy, FRCR	Nuclear (Sabbatical)	
Dr M Ahmed, FRCR	General	11
Dr E Conlon, FRCR	General	11
Dr D Gracey, FRCR	Musculoskeletal	11
Dr J Yarr, FRCR	Paediatrics	7
Dr M Williams, FRCR	Urology	11
Dr S Porter, FRCR	Musculoskeletal	11
Dr R McConville, FRCR	Interventional	11
Dr L Johnston, FRCR	Breast	11
Dr A Milligan, FRCR	Musculoskeletal	11
Dr B James, FRCR	Cardiac, Musculoskeletal	11
Dr P McGarry, FRCR	Neuroradiology, Head & Neck	11
Dr P McSherry, FRCR	Neuroradiology, Paediatrics	11
Dr I Yousuf, FRCR	Musculoskeletal, Gastroenterology	11
Dr M Jamison, FRCR	Neuroradiology (Sabbatical)	

RADIOGRAPHIC AND ADMINISTRATIVE STAFF

Assistant Director of Cancer & Clinical Services	Mrs H Trouton
Head of Diagnostics	Mrs J Robinson
Site Lead Radiographers	3
Radiographers	132 WTE
Practitioners	5.5 WTE
Assistants	17 WTE

Nurses	3 WTE
Clerical	34 WTE

DUTIES OF THE POST:

The post holder will:

- Have experience in Nuclear Radiology, preferably with dual accreditation in Nuclear Medicine and Radiology.
- Be expected to undertake those examinations which would be encountered in an Area Acute Hospital.
- Demonstrate good general experience in CT, Ultrasound, MRI and screening procedures.
- Be part of a Radiology team with responsibility for all work performed in the directorate which includes Daisy Hill Hospital, Lurgan Hospital, Banbridge Polyclinic, South Tyrone Hospital and Armagh Community Hospital.
- Be expected to keep up to date with innovations and ideas within the profession, and within the Health Service, and will work with other professionals towards improvement of the service.
- Be required to participate in a planned programme of Medical Audit with colleagues at Hospital and Area level.
- Be required to participate in an on-call rota with other Radiologists in the Southern Trust, as agreed with his/her Consultant colleagues.
- Have continuing responsibility for the patients under his/her care.
- Undertake administrative duties associated with the care of his/her patients.

PROPOSED JOB PLAN / ROTA PATTERN

A provisional job plan is outlined below which illustrates the content, but not necessarily the distribution of the individual fixed sessions. It is indicative only and may be subject to change following discussion with your clinical manager to deliver against service delivery.

	TIME	WORK ACTIVITY	HOURS				Total
			DCC	SPA	APA	EPA	
Mon	09.00 – 13.00	SPA		4			8
	13:00 – 17:00	CT	4				
Tues	09.00 – 13.00	MRI	4				8
	13.00 – 17.00	US	4				
Wed	09.00 – 13.00	SPA / Plain film reporting	2	2			8
	13.00 – 17.00	Nuclear Medicine	4				
Thur	09.00 – 13.00	CT	4				4
Fri	09.00 – 13.00	Nuclear Medicine	4				8
	13.00 – 17.00	Plain film reporting / MDM	4				
TOTAL HOURS			30	6			36
TOTAL PAs			7.5	1.5			9

Programmed Activities	Number of PAs
Direct Clinical Care	7.5
Supporting Professional Activities	1.5
On call (including weekend working)	1
Total PA's	10

Emergency Work	
On-call Rota Frequency:	1 in 17
Agreed Category: (consultants only)	Category A
On-call % Supplement	3%

TERMS AND CONDITIONS:

This post will be contracted in accordance with:

Consultant Terms and Conditions which can be viewed at:

<https://www.dhsspsni.gov.uk/sites/default/files/publications/dhssps/revised-consultants-terms.pdf>

Your salary scale will be in accordance with the NHS Remuneration for your grade, which can be viewed at: [CLICK HERE](#)

If you would like any additional information about this post, for example details of the specialty or existing staff, please contact Dr David Gracey – Clinical Director of Radiology – Craigavon Area Hospital. Tel: [REDACTED].

GENERAL REQUIREMENTS:

The post holder will be required to:

1. Ensure the Trust's policy on equality of opportunity is promoted through his/her own actions and those of any staff for whom he/she has responsibility.
2. Co-operate fully with the implementation of the Trust's Health and Safety arrangements, reporting any accidents/incidents/equipment defects to his/her manager, and maintaining a clean, uncluttered and safe environment for patients/clients, members of the public and staff.
3. Adhere at all times to all Trust policies/codes of conduct, including for example:
 - Smoke Free policy
 - IT Security Policy and Code of Conduct
 - standards of attendance, appearance and behaviour
4. All employees of the trust are legally responsible for all records held, created or used as part of their business within the Trust including patients/clients, corporate and administrative records whether paper-based or electronic and also including emails. All such records are public records and are accessible to the general public, with limited exception, under the Freedom of Information act 2000 the Environmental Information Regulations 2004 and the Data Protection Acts 1998. Employees are required to be conversant with the Trusts policy and procedures on records management and to seek advice if in doubt.
5. Represent the Trust's commitment to providing the highest possible standard of service to patients/clients and members of the public, by treating all those with whom he/she comes into contact in the course of work, in a pleasant, courteous and respectful manner.
6. It is a standard condition that all Trust staff may be required to serve at any location within the Trust's area, as needs of the service demand.

SOUTHERN HEALTH & SOCIAL CARE TRUST
PERSONNEL SPECIFICATION

JOB TITLE: Consultant Radiologist with a specialist
interest in Nuclear Medicine – CAH

DIRECTORATE: Acute Services

HOURS: Full-time February 2017

SALARY: £76,001 - £102,466 per annum

Notes to applicants:

1. **Your application form:** You must clearly demonstrate on your application form how you meet the required criteria – failure to do so may result in you not being shortlisted. You should do this for both essential and desirable criteria requirements. All essential criteria requirements listed below must be met by the stated closing date, unless otherwise stated.
2. Proof of qualifications and/or professional registration will be required if an offer of employment is made – if you are unable to provide this, the offer may be withdrawn.

You MUST demonstrate all necessary shortlisting criteria on the Trust's standard application form or you may not be shortlisted.

ESSENTIAL CRITERIA – these are criteria all applicants **MUST** be able to demonstrate either at shortlisting or at interview. Applicants should therefore make it clear on their application form whether or not they meet these criteria. Failure to do so may result in you not being shortlisted. The stage in the process when the criteria will be measured is stated below;

The following are essential criteria which will initially be measured at Shortlisting Stage although may also be further explored during the interview stage;

1. Hold Full registration with the General Medical Council (London) with Licence to Practice or be able to obtain by time of appointment;²
2. Hold a Higher Professional Diploma i.e. Fellowship of the Royal College of Radiologists (FRCR) or equivalent qualification;
3. Entry on the GMC (London) Specialist Register via:
 - CCT in the specialty (proposed CCT date must be within 6 months of interview)
 - CESR or
 - European Community Rights
4. Have adequate sub-specialty training in Nuclear Medicine Imaging to function as part of the MDT.

² If successful at interview, applicants will be required to provide proof of their GMC application. Applicants must be registered, with a licence to practice at the time of appointment.

The following are essential criteria which will be measured during the interview stage.

5. Have an understanding of the Radiological Service provision in the Southern Trust area.
6. Knowledge of evidence based approach to clinical care.
7. Understanding of the implication of clinical governance.
8. Have an interest in teaching and research.
9. Ability to lead and engender high standards of care.
10. Ability to develop strategies to meet changing demands.
11. Willingness to work flexibly as part of a team.
12. Good communication and interpersonal skills.
13. Ability to work well within a multidisciplinary team.
14. Ability to effectively train and supervise medical undergraduates and postgraduates.

DESIRABLE CRITERIA – these will only be used where it is necessary to introduce additional job related criteria to ensure files are manageable. Applicants should therefore make it clear on their application form whether or not they meet these criteria. Failure to do so may result in you not being short listed

1. Have some formal training in teaching methods.
2. Have management experience.
3. Have experience in research.

WE ARE AN EQUAL OPPORTUNITIES EMPLOYER

The Benefits of Working for the Southern Trust

There are many key benefits of working for the Southern Trust. The Trust offers competitive remuneration packages with excellent Terms & Conditions of Service. Other than Medical & Dental staff all other staff are on the Agenda for Change Terms & Conditions of service which can be viewed on <http://www.dhsspsni.gov.uk/scuagenda-2>. Below are some points to highlight;

Annual Leave and Statutory/Public Holidays

The Trust offers excellent provision for annual leave and Public / Statutory Holidays as follows which vary slightly for different staff groups but generally range between 27 – 33 days annual leave plus 10 statutory / public holidays.

Human Resources Policies

The Trust offers a wide range of Human Resource Policies to underpin the value that is placed on its staff such as:

- A range of Work Life Balance/Flexible Working Policies;
- Child Care Voucher Scheme;
- Cycle to Work Scheme;
- Savings on Social and Leisure Facilities;
- Excellent Employee Health & Well-being Support;
- Free Parking across the Trust sites;
- A strong commitment to Equality of Opportunity.

Continuous Professional Development

The Trust offers a strong preceptorship programme, rotational opportunities and ongoing continuous professional development through Annual Personal Development Reviews.

Modern Facilities

The Trust is continually updating its facilities to ensure modern 'State of the Art' care environments for all its service users and staff.

HSC Pension Scheme / HPSS Superannuation Scheme

One of the leading pension schemes available, Trust staff may choose to join the Health & Social Care Pension Scheme. Further information may be obtained from the HSC Pension Service Website at www.hscpensions.hscni.net. Applicants who are already members of the HPSS Superannuation Scheme may continue with their current arrangements.

Further Information on these and other policies are available on request

Committed to Equality of Opportunity

The Trust recognises and values the diversity of its workforce and the population it serves. The Trust is committed to a working environment free from intimidation of any kind. Through a systematic and objective recruitment & selection process the Trust is committed to ensuring that appointment decisions are taken solely on the basis of merit.

Completing & Submitting your Application Form

The application form is designed to ensure that applicants provide the necessary information to determine how they meet the essential shortlisting criteria. It also provides additional information required at the various stages of the Recruitment process.

The Trust will only accept properly completed Application Forms. No CV's are accepted (*including for Medical applicants*)

In completing your application you are encouraged to read the following information which provides some useful tips on the information to include. If you are completing your application form online please also reference the 'Step by Step Guide for Applicants'.

Meeting the Criteria set out in the Personnel Specification

- Always refer to the Job Description and Personnel Specification when completing your form.
- Clearly demonstrate on your application form how you meet the essential shortlisting criteria as detailed in the personnel specification. Failure to do so will result in you not being shortlisted for interview. Please remember that selection panels cannot make assumptions on whether or not you meet the essential shortlisting criteria.

Completing the Reference Section

We will want to seek references which cover the previous 3 years to the date of application in relation to your employment / training / education. The following is a useful guide when completing this section;

Applicant Employment Position	Who is a suitable Referee	
I am Currently employed	Your must provide a referee from your current employment who holds a managerial / supervisory post in relation to your employment. Your second referee could be another from your current or previous employment. If you have previously been employed in the HSC / NHS you must provide a referee from that employment who held a supervisory / management role in relation to your employment	
Not currently employed	Your must provide a referee from your most recent employment who holds a managerial / supervisory post in relation to your employment. Your second referee could be another from your most recent or previous employment. If you have previously been employed in the HSC / NHS you must provide a referee from that employment who held a supervisory / management role in relation to your employment.	
Self Employed	Character reference*	From previous employer / relevant Academic** reference / Other
Never been employed	Character* reference / relevant Academic** reference / Other	

***Character Reference** - eg Accountant, Banker, HM Revenue & Customs, Solicitor, Client references or voluntary organisation

****Academic Reference** - eg school, college, university

Completing your Current/Previous Employment details

- Ensure that full details are provided.
- Be specific about all the dates that you provide, these should be stated in the following format DD.MM.YYYY.
- Explain any gaps between periods of employment and include reasons for leaving each post.
- Provide a list of key duties that you have been responsible for in current post / previous posts.

Completing the Criminal Convictions / Offences Section

The application form requires you to confirm your understanding that the Trust's positions fall under the Rehabilitation of Offenders Exceptions (NI) Order 1979 as amended. Within the Health Service, criminal convictions are never regarded as spent and therefore if you are offered a post with the Trust you must tell us about all previous or pending convictions or offences (including motoring convictions), even if they happened a long time ago (other than protected convictions).

The Trust is committed to the equality of opportunity for all applicants, including those with criminal convictions. We will undertake to ensure an open, measured and recorded discussion on the subject of any offences or other matters that might be considered relevant for the position concerned e.g. the individual is applying for a driving job but has a conviction history of driving offences. This will be conducted following the selection process if this applies to the successful candidate. Whilst the disclosure of information will not automatically prevent an individual from obtaining employment, it is essential that all convictions (other than protected convictions) are disclosed to allow the Trust to adequately consider their relevance to the post in question. The Trust considers failure by applicants to declare complete and accurate information about convictions to be a serious breach of trust.

Access NI Disclosure

The Trust operates in line with the Access NI Code of Practice. Further details can be obtained from www.accessni.gov.uk

It should be noted that some posts will fall within the definition of 'Regulated Activity'. Further information on Regulated Activity can be obtained on request. Any post falling within the definition of Regulated Activity will be subject to an Access NI Enhanced Disclosure check with Barred list check.

Completing the Medical History Section

The application form requires you to confirm your understanding that you must be in a fit state of health to render regular and reliable service in the post you are applying for. If successful, you will be asked to tell us about any periods of sickness you have had in the last 3 years, whether you have been in employment or not. Your sickness absence record will be verified through the reference checking process; therefore it is important that you give full and accurate information when requested

Disability Requirements

We ask on the application form if you require any reasonable adjustments, due to disability, to enable you to attend the interview or undertake the duties of the post. Details of any

disability are only used for this purpose and do not form any part of the selection process. If you require any reasonable adjustments to be made throughout the Recruitment Process please contact the Resourcing Team to discuss.

Completing the Personal Declaration

It is important to remember that when signing the personal declaration section or submitting your form via HSCRecruit.com / email you are stating that the information is **true, complete and accurate, and that giving wrong information or leaving information out could lead to the withdrawal of an offer of employment, or dismissal if you take up a post.**

Data Protection

The information you provide the Trust will be processed in accordance with the Data Protection Act 1998. If you would like further information in relation to this please contact the Resourcing Team.

Completing the Equal Opportunity Monitoring Form

Please note that this information is regarded as part of your application and you are strongly encouraged to complete this section. This information is treated in the strictest confidence and is for monitoring /statistical purposes only. Selection panels do not have any access to this information at any stage of the recruitment process.

Advising us if you are not available to attend for interview

If you have any planned holidays, it is useful to tell us about this by detailing it on your application form. However please note that the selection panel are under no obligation to take these into account when arranging interview dates.

Submitting your completed form to the Resourcing Team

This must be received by the Resourcing Team by the stated closing date and time, as late applications will not be accepted. Forms will also not be accepted if they are incomplete or have been re-formatted.

Please remember that the Trust's standard Application Form is the only acceptable method of application to the Trust including for Medical Applicants.

You are encouraged to submit your application on line at <http://HSCRecruit.com> – full details on completing an online application form are provided at this web address. REMEMBER not to leave it until the last minute as something could happen to the internet at either end

If this is not possible you can also submit your application in hard copy format by post³ to the Resourcing Team, Southern Health and Social Care Trust, Human Resources Department, Hill Building, St Luke's Hospital Site, Loughgall Road, Armagh, County Armagh, Northern Ireland BT61 7NQ

**PLEASE DO NOT LEAVE YOUR APPLICATION UNTIL THE LAST MINUTE –
SUBMISSION BY THE CLOSING DATE AND TIME IS YOUR RESPONSIBILITY.**

³Applicants using Royal Mail should note that 1st class mail does not guarantee next day delivery. It is the responsibility of the applicant to ensure that sufficient postage has been paid to return the form to the recruitment service by the stated closing date and time.

Application Form Checklist

Please use the checklist below to help ensure that you have completed your form in full and are now ready to submit your application.

HAVE YOU...

- ☐ Read the 'Tips on completing / submitting your application form' section of this information pack?
- ☐ Clearly demonstrated how you meet all criteria requirements?
- ☐ Provided full details of 2 relevant referees which cover a 3 year period?
- ☐ Provided full details on relevant Qualifications, Registration ie subjects, grades, dates, registration number, as well as Driving Licence and access to a car details?
- ☐ Listed current / previous employment details since leaving Education, including details of posts held, exact dates (DD.MM.YYYY), and a brief summary of main duties undertaken?
- ☐ Explained any gaps in employment and listed reasons for leaving previous employment?
- ☐ Completed the disability related questions if you require reasonable adjustments?
- ☐ Read and signed / agreed to the personal declaration. REMEMBER: Failure to provide complete and accurate information may lead to a withdrawal of employment / offer of employment if this is subsequently discovered?
- ☐ Completed your equal opportunity monitoring form in full?

If you have ticked all of the above you are now ready to submit your application form.

Recruitment & Selection Process – What to Expect

The Southern Health & Social Care Trust operates a fair and impartial recruitment system which provides a positive experience of the Trust and is in line with Best Practice and legislative standards. The following should give you an idea of what is involved in this process after submitting your form:

Following the Closing date

After the closing date all applications will be considered against the essential shortlisting criteria as stated on the personnel specification. **Only those applicants who have provided all the necessary information in their application form will be invited to interview** - this is called Shortlisting. If you do not meet the essential shortlisting criteria we will advise you of this by email correspondence.



Selection process

If shortlisted you will be invited to participate in the selection process. This communication will normally be by email. You will be required to bring a form of photographic ID to the selection process.



Final Outcomes

You will be advised of the outcome of the Selection process whatever the outcome. This will normally happen by email correspondence.

If successful, you will be made a conditional offer of employment which is subject to completion of a range of satisfactory pre-employment checks, the details of which you will be advised at that time.

Once pre-employment checks have been completed satisfactorily, we will confirm your offer of employment and you will be contacted to arrange a suitable starting date. Once you have commenced in post you will be issued with a Contract of Employment.

Every effort will be made to ensure you have a positive experience when applying for a post with the Southern Trust.

Thank you again for your interest and we look forward to receiving your application.

Stinson, Emma M

From: Gracey, David [Personal Information redacted by the USI]
Sent: 14 September 2017 10:44
To: McIlkenny, Andrea
Subject: RE: FW: Consultant Radiologist, Craigavon Area Hospital

Andrea

No other potential candidates, so on hold at present.

Is it possible to create a standing advertisement? Valid for several months? General with an interest in breast, urology, cardiothoracic or nuclear? In the off chance that someone unknown is available or decides to move.

Next possible trainees are likely to be eligible start of February.

Thanks

David

From: McIlkenny, Andrea
Sent: 14 September 2017 10:41
To: Gracey, David
Subject: RE: FW: Consultant Radiologist, Craigavon Area Hospital
Importance: High

Do you know if you would like to re advertise or put on hold for now?

Thanks Andrea

From: Gracey, David
Sent: 14 September 2017 10:24
To: McIlkenny, Andrea
Subject: RE: FW: Consultant Radiologist, Craigavon Area Hospital

Thanks.

She also contacted me this morning.

From: McIlkenny, Andrea
Sent: 14 September 2017 10:00
To: Gracey, David; Milligan, Aaron; Parks, Zoe; Clegg, Malcolm; Neill, Ruth; Breen, Catherine
Subject: FW: FW: Consultant Radiologist, Craigavon Area Hospital
Importance: High

Dear All

Please see email below from [Personal Information redacted by the USI] who had been offered the post of Consultant Radiologist. Unfortunately she has decided not to take up the offer of the post.

Regards
Andrea McIlkenny
Medical Human Resources Officer
Medical & Dental Recruitment

Directorate of HR & Organisational Development
Southern Health & Social Care Trust
Hill Building
St Luke's Hospital
Loughgall Road
Armagh
BT61 7NQ



Direct Line:

Personal Information redacted by the USI

(External):

Personal Information redacted by the USI

(Internal)



Personal Information redacted by the USI

Please feel free to click on the below tiles to view the HROD and Resourcing Team's New SharePoint sites



From:

Personal Information redacted by the USI

Personal Information redacted by the USI

Sent: 14 September 2017 09:52

To: McIlkenny, Andrea

Subject: RE: FW: Consultant Radiologist, Craigavon Area Hospital

Importance: High

Dear Andrea

Thank you for your email and sorry I missed your call yesterday. I'm grateful for your patience with me while I've been making this decision.

I'm sorry to say I will not be taking up the post you have offered me.

Kind Regards

Personal Information redacted by the USI

On 2017-09-13 11:53, McIlkenny, Andrea wrote:

Personal Information redacted by the USI

Just linking in with you to check if you have had a chance to visit the department and if you have decided yet if you will be taking up the post?

Regards

Andrea McIlkenny

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Personal Information redacted by the USI

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From: McIlkenny, Andrea
Sent: 15 August 2017 09:19
To: Personal Information redacted by the USI
Subject: RE: FW: Consultant Radiologist, Craigavon Area Hospital
Importance: High

Personal Information redacted by the USI

Not a problem. Just let me know when you decide.

Regards

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From:

Personal Information redacted by the USI

Personal Information redacted by the USI

Sent: 14 August 2017 19:05

To: McIlkenny, Andrea

Subject: Re: FW: Consultant Radiologist, Craigavon Area Hospital

Importance: High

Dear Andrea

Thanks you for the offer letter. I am planning to visit the department and hopefully respond to the offer as soon as I can but just wanted to know that I have received it and let me know if you need anything by a certain date or if I can extend the date to reply.

Kind Regards

Personal Information redacted by the USI

Personal Information redacted by the USI

SPR Radiology

On 2017-08-09 15:42, McIlkenny, Andrea wrote:

Dear Personal Information redacted by the USI

Please see attached your offer letter for the above post. Could you please inform me if you will be accepting this post?

Regards

Andrea McIlkenny

Medical Human Resources Officer

Medical & Dental Recruitment

Directorate of HR & Organisational Development Southern Health & Social

Care Trust Hill Building St Luke's Hospital Loughgall Road Armagh

BT61 7NQ

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Corporate Governance and to facilitate FOI requests.

Southern Health & Social Care Trust IT Department Personal Information redacted by the USI

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Southern Health & Social Care Trust IT Department

Personal Information redacted by the USI

Stinson, Emma M

From: Gracey, David Personal Information redacted by the USI
Sent: 26 September 2017 11:55
To: Neill, Ruth
Subject: RE: Consultant Radiologist, Craigavon Area Hospital

Ruth

Yes. Most trainees finish in August and so are eligible for interview in February (6 months prior to their CCT).

Consultant Radiologist with an interest in Urology/Breast/NM or Cardiothoracic radiology. Other subspecialty interests will be considered.

I have noticed some advertisements that add; We are happy to be contacted if you are not currently eligible to apply, but would wish to be considered for future posts – or words better to that effect.

Thanks

David

From: Neill, Ruth
Sent: 26 September 2017 11:31
To: Gracey, David
Subject: Consultant Radiologist, Craigavon Area Hospital

Dear Dr Gracey,

When you say that the new trainees are eligible at the start of February does that mean that they would be eligible to apply as they are expecting their CCT in August 18?

We are going to open an ongoing advert for consultant radiologists as requested – we will just open 1 jobfile and ask applicants to stipulate at application stage which specialty they are interested in. The file will then be reviewed weekly and as we get applications we can organise interviews for them. If we keep this open until the end of December then we could do another advertisement in the new year to try and pick up the new eligible trainees – does that sound ok?

Regards, Ruth

From: McIlkenny, Andrea
Sent: 14 September 2017 10:46
To: Neill, Ruth
Subject: FW: FW: Consultant Radiologist, Craigavon Area Hospital

fyi

From: Gracey, David
Sent: 14 September 2017 10:44
To: McIlkenny, Andrea
Subject: RE: FW: Consultant Radiologist, Craigavon Area Hospital

Andrea

No other potential candidates, so on hold at present.

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Not a problem. Just let me know when you decide.

Regards

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Personal Information redacted by the USI

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Personal Information redacted by the USI

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Medical Human Resources Officer

Medical & Dental Recruitment

Directorate of HR & Organisational Development Southern Health & Social

Care Trust Hill Building St Luke's Hospital Loughgall Road Armagh

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Southern Health & Social Care Trust IT Department Personal Information redacted by the USI

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Southern Health & Social Care Trust IT Department Personal Information redacted by the USI

Stinson, Emma M

From: Gracey, David [Personal Information redacted by the USI]
Sent: 17 October 2017 10:04
To: Jonathan Reaney
Subject: RE: Craigavon Jobs

Jonathan

[Personal Information redacted by the USI]

The Southern Trust, along with everywhere else in the UK, will advertise again properly in January/February – so you will have plenty of opportunities (still almost 40 vacant posts in NI).

I'll see what is possible for you regarding an IR job here, it would be likely to be a part IR job as the workload is not sufficient. Richard McConville is on annual leave for a couple of weeks so I will ask him when he returns. Urology is a huge deficit here (MRI prostate/renal).

I'll get back to you as soon as I have spoken to Richard.

[Personal Information redacted by the USI]

Kind regards

David

From: Jonathan Reaney [Personal Information redacted by the USI]
Sent: 16 October 2017 22:21
To: Gracey, David
Subject: Craigavon Jobs

Dear Dr Gracey,

I was looking at the Craigavon jobs that were just advertised. I was wondering if there is the opportunity to combine one of these, maybe urology, with some interventional procedures or would Craigavon be interested in another interventional radiologist? I am currently in [Personal Information redacted by the USI] doing my IR fellowship.

Regards

Jonathan Reaney

Stinson, Emma M

From: Gracey, David [Personal Information redacted by the USI]
Sent: 14 June 2016 07:48
To: Haugh, Karen
Subject: RE: David- did you check the CV i sent last week??

Karen

Neither locum suitable. Both lack significant NHS experience. Also we are interviewing a potential substantive Consultant Neuroradiologist in the new couple of weeks and if appointed Neuroradiology would not be such an issue. Body/Gastroenterology/Urology/Gynaecology/Breast would be the preference.

Many thanks

David

From: Haugh, Karen
Sent: 13 June 2016 14:50
To: Gracey, David
Subject: David- did you check the CV i sent last week??

[Karen Haugh](#)
HSC eLocum Project Officer

Directorate of HROD
HSC eLocum Central Booking Team
Firbank House
Craigavon Area Hospital Site



Working for Trusts to make a difference

[Click Here for HSC eLocums](#)



[Personal Information redacted by the USI]



[Personal Information redacted by the USI]

Stinson, Emma M

From: Gracey, David [Personal Information redacted by the USI]
Sent: 12 December 2016 19:50
To: McConville, Karen; McVey, Anne; Hampton, Gareth; Murphy, Philip; Burke, Mary; Carroll, Ronan; Nelson, Amie; Trouton, Heather; Hogan, Martina; Khan, Ahmed; Boyd, Kathryn; Maguire, Geraldine
Cc: Walker, Helen; McElrath, Lindsay
Subject: RE: International Medical Recruitment Vacancy Survey Template - Medical only as at 08 Dec 16 For Service Comment.xlsx

Karen,

SHSCT Radiology has 7.56 unfilled Consultant posts – taking into account one recent appointment which will take the consultant staffing level to 17.5 WTE by March 2017. This includes 1 Consultant currently on sabbatical. A further Consultant will be leaving on sabbatical in January 2017.

Vacancies are available for general radiology and for subspecialty interests in:

Gastroenterology
Urology
Breast
Cardiothoracic
Gynaecology
Nuclear Medicine

The current staffing level is reflected in the significant volume of outsourcing for all modalities (radiographs, ultrasound, CT, nuclear medicine and MRI) and in waiting times. There is a regional, national and international of Consultant Radiologists which restricts recruitment. Referral rates for imaging continue to increase year on year. In the SHSCT there has been a 15% rise in CT referrals over the past year and MRI referrals have risen by over 300% in the last 6 years. These figures are in line with the 2015 census undertaken by the Royal College of Radiologists - https://www.rcr.ac.uk/sites/default/files/documents/cr_census_infographic_web.pdf.

1. Taking into account a yearly increase in demand of 10% across all of radiology, it would be anticipated that a further 2-3 Consultants (in addition to the current shortfall) would be required each year to match capacity with growing demand, even taking into account other measures such as radiographer role extension.
2. Risks
 - a. Patient flow is currently managed by prioritising in patient, red flag and urgent cases, with a consequent impact for routine referrals. There is detriment to patient flow when in house subspecialty expertise is not available. A regional reporting network was proposed but has not progressed due to human resource and finance department concerns. Urology and Breast Radiology are of particular area of concern in the SHSCT.
 - b. Heather Trouton would be best placed to comment on the cost of outsourcing and additional in house work. Outsourcing is currently provided by several companies at a rate significantly higher than a substantive NHS Consultant.
 - c. Limited subspecialty expertise can delay reporting (reliance on a single individual) and therefore impact on patient flow. Additional difficulties arise for MDT quorums, second opinions and lack of peer review.
 - d. The shortage of radiologists, in addition to equipment, space and other staff shortages, restricts the implementation of new guidelines and standards such as whole body MRI for myeloma, MRI for suspected scaphoid fractures and RCR peer review. Workload demands place limitations on service development due to lack of Consultant time. A small increase in the number of Radiology Trainees has been approved in the past year but this will not match increasing demands not will it have an impact for 5 to 6 years.

I am happy to answer any further queries.

Regards

David

Dr David Gracey, FRCR
Consultant Radiologist

Personal Information redacted by the USI
office (internal)
Personal Information redacted by the USI (external)

From: McConville, Karen
Sent: 12 December 2016 16:07
To: McVey, Anne; Hampton, Gareth; Murphy, Philip; Burke, Mary; Carroll, Ronan; Nelson, Amie; Trouton, Heather; Hogan, Martina; Gracey, David; Khan, Ahmed; Boyd, Kathryn; Maguire, Geraldine
Cc: Walker, Helen; McElrath, Lindsay
Subject: RE: International Medical Recruitment Vacancy Survey Template - Medical only as at 08 Dec 16 For Service Comment.xlsx

Dear all

I think there was a problem opening the attachment in the original email. You should be able to open this attachment.

If not please let me know,

Regards
Karen

From: McConville, Karen
Sent: 12 December 2016 15:08
To: McVey, Anne; Hampton, Gareth; Murphy, Philip; Burke, Mary; Carroll, Ronan; Nelson, Amie; Trouton, Heather; Hogan, Martina; Gracey, David; Khan, Ahmed; Boyd, Kathryn; Maguire, Geraldine
Cc: Walker, Helen; McElrath, Lindsay
Subject: RE: International Medical Recruitment Vacancy Survey Template - Medical only as at 08 Dec 16 For Service Comment.xlsx

Dear all

Grateful for you responses by close of play today.

Thanks
Karen

From: McConville, Karen

Sent: 09 December 2016 10:48

To: McVey, Anne; Hampton, Gareth; Murphy, Philip; Burke, Mary; Carroll, Ronan; Nelson, Amie; Trouton, Heather; Hogan, Martina; Gracey, David; Khan, Ahmed; Boyd, Kathryn

Cc: Clegg, Malcolm; Gough, Iain; Walker, Helen; McElrath, Lindsay

Subject: International Medical Recruitment Vacancy Survey Template - Medical only as at 08 Dec 16 For Service Comment.xlsx

Dear all,

As you are aware the HSC is currently undertaking a regional international recruitment campaign for Medical staff at Consultant and SAS level. To assist with this project we regularly supply information on the number of current vacancies within the Trust (*please see attached – this vacancy information is obtained from our e-recruitment system*).

We now urgently require further information:

- 1) In addition to the current posts, we also need to report on **anticipated posts** that will be required to support known service developments, but for which the post is not yet in the recruitment system. Can you please let me know if there are any within your area?
- 2) For the posts listed on the attached can you **please provide information for your specialty area and posts taking the following criteria into consideration – stating whether the risk is low / medium / high for your posts / area (there is a drop down menu included on the attached):**
 1. Service Priorities and Impact on Patient Flow
 2. High Cost Expenditure, e.g., agency spend and increased expenditure for waiting list activity
 3. The Impact on Small Services, e.g., increased gaps within a small specialty
 4. Service Developments and Workforce Planning

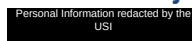
Please note it is important to return this information as accurately as possible as the data collected will be used as the basis for prioritising the specialties and number of doctors to be recruited from the International Recruitment Activity, taking account of the availability in the local labour pool and the service needs. Medical Directors will use this information when making allocation decisions, which will be based on service priorities.

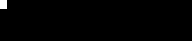
I would be grateful if you could please review this and come back to me **by Monday at 12 noon.**

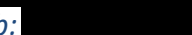
Thanks
Karen

Karen McConville

HSC E-Locum Project Manager

Tel:  (Armagh)

Tel:  (Firbank House, CAH Site)

Mob: 

*Directorate of HROD
Hill Building
St Luke's Hospital Site
Armagh
BT61 7NQ*



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Stinson, Emma M

From: Trouton, Heather Personal information redacted by the USI
Sent: 20 July 2017 15:47
To: Gracey, David
Cc: Haugh, Karen; Gishkori, Esther
Subject: RE: Radiology Consultant Available ASAP - Known to Irish Health Board

Thanks

Karen

Esther needs to consider costs but these look to be largely within the normal range .

Esther can you please see below?

Heather

From: Gracey, David
Sent: 20 July 2017 13:54
To: Trouton, Heather
Cc: Haugh, Karen; Gishkori, Esther
Subject: RE: Radiology Consultant Available ASAP - Known to Irish Health Board

First one for general yes.

Breast is up to Linda.

I have another locum to speak to on Friday who apparently is keen and has an interest in urology

Thanks

David

From: Trouton, Heather
Sent: 19 July 2017 18:00
To: Gracey, David
Cc: Haugh, Karen; Gishkori, Esther
Subject: RE: Radiology Consultant Available ASAP - Known to Irish Health Board

Looks good

Karen , can you please see if they could be secured?

David are you happy with their CV's?

Esther , are you happy to secure if possible?

Heather

From: Gracey, David
Sent: 19 July 2017 13:11
To: Trouton, Heather
Cc: Haugh, Karen
Subject: FW: Radiology Consultant Available ASAP - Known to Irish Health Board
Importance: High

One general

One possible breast

From: Mickael Horan [Personal Information redacted by the USI]
Sent: 19 July 2017 11:08
To: Gracey, David
Subject: Radiology Consultant Available ASAP - Known to Irish Health Board
Importance: High

Hi David,

I have some good news for you, following the cv's I sent you before I think I may have a suitable candidate that can start at very short notice and commit long term.

1. His name is [Personal Information redacted by the USI] he has been working as a locum consultant most of the time in the Republic of Ireland and some short stints in the UK. He can start next Monday for 3 or 6 months. He is happy to cover all aspects of radiology and not asking for on calls but if offered he would accept. His overall rate is £ [Personal Information redacted by the USI]
2. Please also see attached a consultant radiologist free for 4 weeks from the beginning of august, he is most confident reporting mammograms and performing ultrasound and color duplex sonography examinations, but plain films and CT are within his capabilities. His overall rate is £ [Personal Information redacted by the USI].

Would this be more suitable for what you are looking for?

Mickael Horan
Senior Recruitment Consultant – Radiology & Microbiology

T [Personal Information redacted by the USI] F [Personal Information redacted by the USI]
M [Personal Information redacted by the USI] E [Personal Information redacted by the USI]

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Stinson, Emma M

From: Gracey, David [Personal Information redacted by the USI]
Sent: 21 July 2017 18:41
To: Trouton, Heather
Cc: Haugh, Karen
Subject: FW: Radiology Query
Attachments: [Redacted] CV May 2017.pdf; [Personal Information redacted by the USI]

I spoke with [Personal Information redacted by the USI] this evening. He may be interested in working Wed, Thur, Fri (currently he is working Monday and Tuesday in Dublin). He would prefer DHH to CAH due to travel. He was looking for three 10 hour days (to include time for MDT prep and audit) and asked about accommodation. He could participate in the urology MDT.

He is not on the specialist register for Radiology, as his training is not deemed equivalent, though he has previously been employed at Consultant level in the UK and Ireland.

David

From: Sam Knight [Personal Information redacted by the USI]
Sent: 26 June 2017 10:34
To: Gracey, David
Cc: Haugh, Karen
Subject: RE: Radiology Query

Good morning David,

Thank you for coming back to me.

Please find attached the CV for [Personal Information redacted by the USI], he is currently working at the [Personal Information redacted by the USI] covering full general and Uro imaging including MDTs, he can work Wednesday to Friday. He is available on 2 to 3 weeks' notice and would be interested in a role at the trust.

His current pay rate is £[Personal Information redacted by the USI] per hour and our fee on top would be [Personal Information redacted by the USI].

He has completed the online IR35 tool (attached) and deems him outside the legislation, please can the trust review this.

Also please can you confirm which sites he would be needing to cover.

Best wishes

Sam

From: Gracey, David [Personal Information redacted by the USI]
Sent: 23 June 2017 16:19
To: Sam Knight [Personal Information redacted by the USI]
Cc: Haugh, Karen [Personal Information redacted by the USI]
Subject: RE: Radiology Query

Sam

Thank you. We currently are in need of a general radiologist – primarily for CT and plain film reporting. Other interests could be accommodated, urology would be particularly useful.

David

Dr David Gracey, FRCR
Consultant Radiologist

Personal Information redacted by the USI

office (internal)
(external)

From: Sam Knight
Sent: 23 June 2017 12:08
To: Gracey, David
Subject: Radiology Query

Personal Information redacted by the USI

Good morning,

I was wondering if you have any requirements within your radiology department, we have heard on the grapevine that there may be a need for a locum consultant?

Depending on the subspecialty, hours per week we may have a candidates available.

Best wishes

Sam

Sam Knight - Surgi-Call | Recruitment Consultant | Women and Children's Department

E:

Personal Information redacted by the USI

T:

Personal Information redacted by the USI

F:

Personal Information redacted by the USI



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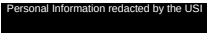
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CURRICULUM VITAE

Personal Information redacted by the USI

Radiology Consultant

Personal Information redacted by the USI



*Curriculum Vitae presented by Surgi-Call Locums
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