

Additional Departmental Information

Grade: Consultant in Diagnostic Imaging with an Interest in Breast Imaging

Department: Breast Unit

Reports to: Clinical Director for Diagnostic Imaging and the Director of Breast Screening

Additional Information:

Portsmouth Hospitals University NHS Trust

Portsmouth Hospitals University NHS Trust is a provider of Acute Health Services under contract to a range of Purchasers in the area of the Hampshire basin and Western South Downs. The catchment is in excess of 650,000 people. The area served by the Trust is on the Solent and English Channel coast and includes the City of Portsmouth and the Boroughs of Gosport, Fareham and Havant. The land borders extend from Warsash in the west, tracking north to Liss staying east of the Meon Valley, before following Hampshire's border with West Sussex back down to the coast at Emsworth. With the exception of the rural north, it is an essentially urban area, having grown up around the Royal Naval establishments in Portsmouth and Gosport. The area now provides a wide range of modern high-tech industry and the facilities associated with a commercial port and cross Channel ferry terminal.

Portsmouth is a thriving naval city on the South Coast that is steeped in history. It is ninety minutes from central London and has good transport links, including regular ferries to France and Spain. The airports around London, Southampton and Bournemouth are all easily accessible. The area boasts some of the best water sports facilities in Europe and sandy beaches are within easy reach. Developments within the city itself and on the Gosport side of the harbour suggest the area has a vibrant future. Inland from the hospital is the beautiful and relatively unspoilt countryside of rural Hampshire. Close by is the New Forest and the recently designated National Park of the South Downs. The area combines the advantages of city life with pleasant villages and seaside towns. The area makes an excellent place to raise a family and it hosts many first-rate state and private schools.

Portsmouth Hospitals University NHS Trust has a vision to be recognised as a world-class hospital, leading the field through innovative healthcare solutions, focusing on the best outcomes for our patients, delivered in a safe, caring and inspiring environment.

At present, PHU provides the following services: Emergency Medicine, Trauma and Orthopaedic Surgery, Oncology, Radiology, Orthodontic and Oral Surgery, General and Specialist Medicine, General Surgery, Breast Screening and Surgery, Plastic Surgery, Renal Services including the Wessex Renal Transplant Service, Acute Medical Admissions, Ophthalmology, Maxillofacial Surgery, ENT, Critical Care, Coronary Care, Rheumatology, Elderly Medicine, Rehabilitation, Dermatology and Neurology. PHT is a Cancer Centre with nine clinical oncologists and six medical oncologists.

Portsmouth Breast Unit

The Breast Unit encompasses the Portsmouth Breast Screening Programme and the local symptomatic breast service.

Standard breast imaging is offered in our dedicated breast unit, situated in the Queen Alexandra Hospital. As well as the modality rooms, the unit includes clinical consultation rooms, reporting areas and clerical offices. General radiology, including MRI and CT is to be found one floor down in the same building. The breast imaging team includes six consultant radiologists, expanding to seven with this post, a consultant mammographer, an advanced practitioner and two further advanced practice radiographer screen readers. The rest of the radiographic service in the breast unit is provided by a dedicated team of radiographers, assistant practitioners, radiographic department assistants and clerical staff.

Portsmouth currently has seven consultant breast surgeons, six substantive and one locum and Portsmouth Hospitals University NHS Trust is one of the country's thirteen breast oncological surgical training centres.

The Screening Programme invites 85,000 women from Portsmouth and the surrounding area each round and diagnoses approximately 300 new breast cancers a year. Women considered to be at high risk of breast cancer were adopted by the Portsmouth NHS BSP in January 2015. This service and the surveillance of women at moderately increased risk of breast cancer are supported by our excellent links with the local Genetics Service via our Advanced Nurse Practitioner.

The local symptomatic service receives all new referrals directly to multi-disciplinary one-stop clinics and diagnoses approximately 400 new breast cancers per year. The imaging team is key to this pathway, supporting our surgical colleagues with information sufficient to reassure or diagnose patients. This role extends to incorporate the acquisition of tissue for histopathological diagnosis in the majority of cancer cases, completing disease staging and guiding decision making for the wider MDT to support patients through their treatment and ongoing post-therapy surveillance.

Consultant breast radiologists are expected to contribute fully to the work of the breast unit, including participation in MDT meetings, audit, research and teaching. We teach Wessex radiology trainees, Southampton University medical students and our clinical and paramedical colleagues. Full time applicants will be expected to contribute to the general work of the department, both acute and elective.

The Trust has a reputation for award-winning research and development and last year was awarded university hospital status. Over the past year, PHU teams have recruited 8,713 participants into clinical trials and this effort led to PHU being ranked the top recruiting Trust from 42 other large acute trusts, with over 170 open studies. The breast department participates in national trials and has strong academic links, with multiple active research and innovation project opportunities.

Breast Imaging Workload

Portsmouth breast unit provides a full symptomatic breast imaging service that includes initial diagnostics, disease staging, pre-operative localisation, treatment monitoring and surveillance for patients whether they have completed treatment or are at a moderately increased risk of breast cancer for other reasons. The unit also hosts the Portsmouth Breast Screening Programme that invites approximately 85,000 eligible women from Portsmouth and the surrounding area over each three year-round.

Staffing in Breast Radiology

| | |
|---------------------|--|
| Dr A Beling | Breast Radiologist and Director of Breast Screening |
| Dr S Gibbs | Breast Radiologist and Lead for Symptomatic Breast Imaging |
| Dr K Colquhoun | Breast & Musculoskeletal Radiologist |
| Dr A Hurley Dugdale | Breast Radiologist |
| Dr J Langham-Brown | Symptomatic Breast Radiology, Intervention & General Radiology |
| Ms J Helsdon | Breast Screening Programme Manager |
| Mrs J Davis | Breast Screening Programme Quality Manager |
| Mr H Cousins | Breast Imaging Office Manager |
| Miss V Bremner | Superintendent Radiographer |
| Miss R Church | Consultant Mammographer |
| Mrs J Chilvers | Advanced Practitioner |

Breast Imaging Equipment

The breast imaging facilities in Portsmouth include:

- Static Units
 - 3 Siemens Revelation mammography units with tomosynthesis. All mammography units are Contrast Enhanced Spectral Mammography (CESM) capable
 - 1 Faxitron CoreVision specimen x-ray system (2013)
 - 1 Toshiba Aplio i800 ultrasound machine (2017)
 - 2 Philips EPIQ 5 ultrasound machines (2019)
 - 2 Bard Encor Inspire vacuum assisted biopsy systems (2013, 2015)
- Additional static unit within the Community Diagnostic Centre in Havant (first stage screening only)
- Mobile Unit
 - 2 Siemens Mammomat Inspiration systems on a double ended (2013)
 - 2 leased Mobile screening units for Breast Screening recovery (2021)
- Main Radiology Department
 - 1.5T GE Optima MR450w MRI scanner with high-definition breast coil (2015)
 - 3.0T GE Discovery MR750w MRI scanner with intervention capable high-definition breast coil (2014)
 - Consortium-wide HSS CRIS and Sectra IDS7 21.1.5 PACS and fully integrated with a bespoke NBSS solution and configured to enable reporting of all types of imaging on all workstations; reporting is supported by RIS integrated Dragon 13 voice recognition software.

We offer stereotactic x-ray guided vacuum assisted biopsies first line for microcalcifications using our two Bard Encor Inspire systems. The breast imaging unit offers an ultrasound and stereotactic vacuum assisted excision service.

We are in the process of changing our model for breast screening, moving away from the constraints of screening according to the location of the mobile unit and moving towards static units sited in different locations within our region. We currently have one static unit within the Community Diagnostic Centre in Havant with a second unit due to go online in Portsmouth City Centre in Spring 2023. Second stage assessment remains within the Breast Unit at Queen Alexandra Hospital.

Acute service

Radiologists in our department work in teams according to the following body systems: breast, cardiac, chest, gastrointestinal, head and neck/ neuro-, musculoskeletal, oncology, chest, paediatric, urology and vascular.

It is expected that subspecialty team members will liaise to provide continuity of cover over the year for the acute, procedural and cancer related aspects of their area of interest. Each subspecialty team has a slightly different arrangement for this. One member of a subspecialty team from the main radiology department is nominated each half day, whole day or week to be available to provide a specialist opinion on their area of expertise. The nature of the breast imaging service necessitates the breast team manage demand and resource with a monthly rota, guided by team members' job plans and planned leave.

Team Working

Full time breast subspecialty radiologists will be expected to contribute to the general imaging workload and report acute imaging based in the Radiology Access Unit (RAU). There are four two-hour RAU sessions a day, allocated on a weekly rota, such that two consultants cover inpatient CT and other acute reporting from 0900 to 1700. The possibility of extending the working day into the evening to allow earlier scanning for acute patients is under consideration.

Elective Reporting

CT and MR machines run through the week and weekend. Reporting of all modalities is distributed flexibly according to availability and expertise from subspecialty work lists. Every effort is made to ensure reports are available for the relevant MDT meetings.

Week Working

General work includes taking part in an on-call service and weekend working. The department provides a seven-day service. Currently, the duty radiologist on either weekend day or a bank holiday is "in and working" for a core two PA day. The duty radiologist provides imaging reports required by the emergency department the Medical and Surgical Admissions Units and clinical teams managing inpatients. This includes general CT, ultrasound scans and plain X-rays. Consultant radiologists are supported in these duties by radiographers, RDAs, porters and registrars from the local radiology training scheme. Acute spinal MRI is provided according to strict limitations at present. Time spent "in and working" is repaid with time off in lieu.

A separate interventional on-call rota has been in place for relevant subspecialists only since 2015.

Reporting and Clinical Access Meeting

The department delegates some areas of routine plain X-ray reporting to clinicians for evaluation under IR(ME)R regulations. The consultants and experienced SPRs working in the RAU through the week are available for clinical discussion whether about referrals for imaging or interpretation. The department provides a rapid reporting service

for primary care referrals and secondary care cases where a radiological opinion is specifically sought. General radiologists are expected to contribute to this service.

Portsmouth University Hospitals NHS Trust Sites

Queen Alexandra Hospital (QAH)

Most services including all acute services and all imaging modalities are now based at this site.

Community Units

Small community hospitals in the district providing plain films, Ultrasound and mobile MRI:

- Gosport War Memorial Hospital – 1 Canon Aplio i700 (2020)
- Petersfield Community Hospital – 1 Samsung RS85 Prestige v2.04 (2022)
- Fareham Community Hospital – 1 Samsung RS85 Prestige v2.04 (2022), Mobile MRI

Some consultant radiologists visit these sites to provide ultrasound.

St Mary's Hospital

This site provides:

- Dermatology
- GU medicine
- Post-acute general and elderly medicine
- Satellite maternity unit

The St Mary's Hospital site also hosts an Independent Sector Treatment Centre that has some imaging services provided for primary care referrals. Although this is separate from Portsmouth Hospitals University NHS Trust, close collaboration exists between the two providers ensuring seamless patient care.

Portsmouth Hospitals University NHS Trust has a mobile MRI unit based on this campus.

Oak Park Community Clinic is operated by an Independent Sector provider.

- 1 Siemens Revelation mammography unit

Diagnostic Imaging in Portsmouth

The Portsmouth radiology service is currently provided by a team of 36 NHS consultant radiologists and a nuclear medicine physician with contributions from a military radiologist and 18 specialty trainees. All NHS consultants are employed according to the new consultant contract. This team is supported by radiographers, nurses, radiographic department assistants, secretarial and clerical staff and a general management team.

Most of the radiology consultants contribute to the acute corridor and general radiology work of the department alongside their body system subspecialty interest. This is reinforced by close co-operation with clinical colleagues through direct consultation and regular MDT meetings.

The department has been proactive in-service redesign, embracing role extension and the four-tier structure. Examples of this include radiographic department assistants providing venous access for CT, radiographers reporting emergency department X-rays and performing barium examinations, sonographers providing a general acute ultrasound service and a Consultant Radiographer in GI Imaging. The department provides placements for student radiographers from the University of Portsmouth and teaching for medical students from the University of Southampton.

Department of Diagnostic Imaging – Queen Alexandra Hospital

The main X-ray and scanning departments have been designed to provide separate acute/ inpatient and elective/ outpatient facilities. The breast unit and nuclear medicine department have dedicated imaging facilities and further satellite imaging units can be found in the emergency, paediatric and head and neck departments. The department is fully digital with Sectra PACS and HSS CRIS. Dragon voice recognition software integrated with CRIS is used for reporting across all modalities. Image sharing through the patient pathway is promoted by involvement in the SWASH (Salisbury, IOW and South Hampshire) RIS/PACS consortium that is working towards XDS standards.

Outpatient department

- 6 plain X-ray rooms: 4 Siemens Ysio and 2 Philips Easy Diagnost, all with WiDi wireless detectors (all 2009)
- 4 ultrasound rooms: 3 Canon Aplio i800 (2018), and 1 Samsung RS85v2(2021)
- 3 CT scanners: Canon Prime SP (2020) , 1 Canon Aquilion 1 (2016) and Canon Prime (2019)
- 2 MR scanners: 1 Siemens 1.5T Avanto (2018) and 1 GE 3.0T MR750w GEM (2014)
- 1 Fluoroscopy suite: Siemens Artis Zee Multipurpose (2009)
- 1 paediatrics ultrasound room: Canon Aplio XG (2018)

Inpatient department

- 2 plain X-ray rooms: 1 Siemens Ysio and 1 Philips Easy Diagnost (2009)
- 3 ultrasound rooms (including H&N): 1 Samsung RS85 Prestige v2.04 (2022), 2 Canon Aplio i800(2018)
- 1 CT scanner: Canon Aquilion Prism (2020)
- 1 MR scanner: GE 1.5T MR450w Optima (2015)

Radiology Day Case Unit

- 9 care spaces
- 2 interventional suites: 1 Siemens Artis Q Ceiling (August 2021) and 1 Siemens Artis Zee Ceiling (2010)
- 1 fluoroscopy suite: Siemens Artis Zee Multipurpose (2017)
- 4 Ultrasound machines : 1 Canon Aplio i800 (2022), 1 Samsung HS60 (2020), 2 Canon Viamo c100 laptops (2022).

Emergency department

- 2 plain X-ray rooms: 1 Siemens Ysio (2009) and 1 Philips Easy Diagnost (2022)
- 1 paediatric plain X-ray room: 1 Siemens Ysio (2010)

Paediatric department

- 2 plain X-ray rooms: 2 Siemens Ysio (2009)
- 1 ultrasound room: 1 Canon Aplio i800 (2018)

Head and Neck department

- 2 room department: 1 Instrumentarium Focus with Vistascan CR (intra-oral) and 1 Instrumentarium OC200d (OPG and ceph) (2009)
- Cone beam CT

Nuclear Medicine department

- 2 SPECT Gamma cameras : 1 Siemens Symbia T (2009) and 1 GE SPECTCT Camera (2023)
- 1 SPECT-CT scanner : 1 Siemens Symbia T16 (2009)
- 1 Siemens Biograph Truepoint PET-CT scanner, installed October 2009, service managed by Alliance Medical under the National Contract

Further PET-CT scanning is offered to the district by an independent provider from a mobile site at Southampton General Hospital. PET-CT scans performed on Portsmouth patients are reported by a small group of Portsmouth radiologists together with the Nuclear Medicine physician.

General Radiology Workload

| Exams | 17/18 | 18/19 | 19/20 | 20/21 | 21/22 | 22/23 | 23/24 | 23/24 (est)* |
|---------------------|--------|--------|--------|--------|--------|--------|--------|--------------|
| Additional Workload | 0 | 34 | 253 | 168 | 222 | 366 | 292 | 876 |
| ANGIOGRAPHY | 5223 | 5234 | 5241 | 4464 | 5099 | 4921 | 1640 | 4920 |
| CONE BEAM CT | 228 | 243 | 256 | 107 | 276 | 261 | 83 | 249 |
| CT | 51536 | 55519 | 59026 | 57965 | 63692 | 76626 | 25367 | 76101 |
| DEXA | 5290 | 5054 | 5476 | 3216 | 5272 | 5269 | 1502 | 4506 |
| ENDOSCOPIC | 704 | 699 | 728 | 768 | 916 | 976 | 331 | 993 |
| FLUOROSCOPY | 11087 | 11285 | 10986 | 8416 | 10762 | 10253 | 3567 | 10701 |
| Mammography | 7759 | 7647 | 7755 | 7335 | 8286 | 9291 | 2875 | 8625 |
| MRI | 25409 | 27991 | 31087 | 30310 | 32060 | 38132 | 13455 | 40365 |
| NUCLEAR MEDICINE | 5206 | 5122 | 4737 | 3744 | 4338 | 4961 | 1722 | 5166 |
| OBSTETRICS | 26351 | 28521 | 28279 | 29089 | 30884 | 32138 | 10439 | 31317 |
| PET CT | 1597 | 1900 | 2082 | 2112 | 2392 | 2502 | 989 | 2967 |
| RADIOLOGY | 174966 | 177021 | 172807 | 134566 | 172804 | 180446 | 62931 | 188793 |
| ULTRASOUND | 60996 | 62224 | 59339 | 50204 | 60868 | 67502 | 23530 | 70590 |
| Total | 341648 | 350433 | 388052 | 332464 | 397871 | 433644 | 148723 | 446169 |

Departmental Staff

Diagnostic Imaging Services Manager:

Mrs Janine Hatch, email: janine.hatch@porthosp.nhs.uk

Clinical Director:

Mr Rob Bunting (Advanced Practitioner Radiographer)

Email via PA : kay.taylor2@porthosp.nhs.uk

Radiographic and Support Staff

In Portsmouth Hospitals NHS Trust a superintendent radiographer supervises each of the imaging sections, namely General Radiology (QAH and Community Hospitals), Ultrasound, CT and MR, Breast Imaging and Nuclear Medicine.

Other Staff

| | |
|---|-------------------------------------|
| Radiographers | 179 WTE (including superintendents) |
| RDAs/ Assistant practitioners | 101 WTE |
| Nurses / HCSW | 15 WTE |
| Clerical and Secretarial inc Management | 53 WTE |

Secretarial Support and Office Accommodation

Shared office space and shared secretarial support will be provided at QAH.

Radiologists

| Name | Specialty | Number of PAs |
|--|---|---------------|
| Ali Riaz | Neuroradiology and head and neck radiology | 10 |
| Al-Khudairi Naji | Musculoskeletal radiology | 10 |
| Dr J Atchley FRCR | Interventional and Cardiovascular Radiology | 8 |
| Dr C Ball FRCR | Gastrointestinal radiology | 11 |
| Dr R Beable FRCR | Gastrointestinal radiology | 11.5 |
| Dr J Bekker European Board Certified | Head and neck and neuroradiology | 10 |
| Dr A Beling FRCR | Breast radiology | 7.25 |
| Dr K Chandrasekaran FRCR | Musculoskeletal radiology | 9 |
| Dr S Coles FRCR | Interventional radiology | 10 |
| Dr K Colquhoun FRCR | Musculoskeletal and Breast radiology | 10 |
| Dr N Cowan FRCR | Uroradiology and oncology radiology | 8 |
| Dr H El-Megadmi MB BCh FRCS MSc | Nuclear medicine physician | 11 |
| Dr D Flowers FRCR, EBIR (Joint CD) | Interventional radiology | 11 |
| Dr S Gibbs FRCR | Breast radiology | 8.2 |
| Dr T Gibson FRCR | Interventional radiology | 10 |
| Dr R Harrison FRCR | Paediatric radiology | 10.5 |
| Dr A Higginson FRCR | Gastrointestinal radiology | 9.5 |
| Dr A Hurley Dugdale FRCR | Breast radiology | 8 |
| Dr C Ihezue FRCR | Oncology radiology | 12 |
| Dr M Ismail FRCR | Uroradiology and oncology radiology | 10 |
| Dr J Langham-Brown FRCR | Interventional, gastrointestinal breast radiology | 6 |
| Dr J Latham FRCR | Chest and oncology radiology | 3.5 |
| Dr A Leandru | Oncology radiology | 9 |
| Dr Main | Paediatric radiology | 10 |
| Dr P McParland FRCR | Cardiac and chest radiology | 8 |
| Dr P Menon FRCR | Interventional radiology | 11 |
| Dr P Osborn FRCR | Interventional radiology and uroradiology | 11 |
| Dr R Panton FRCR | Gastrointestinal radiology | 10 |
| Dr D Perumala | Neuroradiology and head and neck radiology | 10 |
| Dr S Ramachandraiah | Cardiac and chest radiology | 10 |
| Dr Radoslaw FRCR | Musculoskeletal radiology | 10 |
| Dr E Savoldi | Gastrointestinal radiology | 6 |
| Dr N Shabazi Fashtali - European Board Certified | Neuroradiology and head and neck radiology | 7.9 |
| Dr A Talwadker | Neuroradiology and head and neck radiology | 10 |
| Dr H Tawfeeq | Breast radiology | 8.5 |
| Dr M Taylor FRCR | Paediatric radiology | 10 |
| Dr A Wallis FRCR | Cardiac and Chest radiology | 10 |
| Dr S Ward FRCR (Deputy Medical Director) | Oncology and chest radiology | 5.5 |
| Dr F Witham FRCR | Musculoskeletal radiology | 7.8 |
| Dr J Wong FRCR | Musculoskeletal radiology | 10 |
| Dr J Woodhouse FRCR | Interventional radiology | 9 |
| Lt Col Gibb MB BS FRCR | Musculoskeletal and general radiology | 4 |

18 Radiology Speciality Trainees

Governance, Education and Research

The Wessex Deanery contracts radiology training from schemes based in Portsmouth and Southampton. Portsmouth trainees are trained mainly at QA Hospital, but also rotate to Chichester, Southampton and Kings College Hospital, London. Subspecialty training happens at these and other hospitals throughout Wessex. Intake to the Portsmouth scheme has recently increased to three trainees per year. The successful candidate may opt by agreement to act as Clinical or Educational supervisor to radiology trainees.

The teaching and training of junior medical staff is regarded to be of paramount importance by this department. The teaching standards are in line with the agreement between the Trust and the postgraduate Dean. The appointed candidate would be expected to take an active role in teaching medical students, GPs, radiographers and nurses.

Quarterly departmental governance meetings are held at Queen Alexandra Hospital. These are attended by all available radiology consultants and trainees, nursing staff, radiographers and support staff.

Conditions of Service

This post is covered by the Terms and Conditions of Service Consultant Contract (2003).

The Trust expects all Medical and Dental staff to work within the guidelines of the GMC 'Guide to Good Medical Practice' which can be viewed on the GMC website www.gmc-uk.org.

Where the post holder manages employees of the Trust, he/ she will be expected to follow the local and national employment and personnel policies and procedures.

Status of Post

This is a full-time post but candidates who wish to work part-time/job share are welcome to apply.

Residence

Residence should be within either 10 miles or 30 minutes commute by road from Queen Alexandra Hospital unless alternative arrangements are agreed with the Trust management. Post holders' private residence must be maintained in contact with the public telephone service.

Safe Guarding

Employees must act in such a way that the health and wellbeing of children and vulnerable adults are safeguarded at all times. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition, all staff are expected to complete essential/ mandatory training in this area.

Medical Audit

The appointed candidate will be expected to take part in audit. The radiology department has a programme of bi-monthly clinical governance meetings including reporting discrepancies meetings. Breast radiologists working in the screening programme will also be subject to NHS BSP audit processes and activities are in place to support these.

Management

The post holder will be expected to work with local managers and professional colleagues in the efficient running of services. Subject to the provisions of the Terms and Conditions of Service, the post holders are expected to observe agreed policies and procedures drawn up in consultation with the profession on clinical matters and follow the standard orders and financial instructions of the Portsmouth Hospitals University NHS Trust. In particular, managers of employees of the Portsmouth Hospitals University NHS Trust are expected to follow the local and national employment and personnel policies and procedures. The post holder will be expected to ensure there are adequate arrangements for hospital staff involved in the care of patients to be able to contact him/ her when necessary.

All medical staff under contract to Portsmouth Hospitals University NHS Trust will be expected to comply with local policies and procedures, including those covering Health and Safety.

Consultants will undergo annual job planning and appraisal for personal development, probity and revalidation.

All medical and dental staff are expected to proactively, meaningfully and consistently demonstrate the Trust Values in their everyday practice, decision making and interactions with patients and colleagues.

Study Leave and CPD

The post holder will be expected to fulfil the requirements of the RCR re-accreditation scheme. Radiologists are encouraged to use their study leave to attend RCR approved courses and conferences.

The Trust allows 30 days study leave within a three-year period, subject to national and local policies.

Portsmouth Hospitals University NHS Trust currently has an agreed local study leave entitlement of £1,286 per consultant per year for the use of CPD and achieving CME accreditation. This figure is uplifted in line with the NHS inflator every three years following review and agreement at the Doctors and Dentists Negotiating Committee (DDNC).

Infection Control

In compliance with the Trust's practices and procedures associated with the control of infection, you are required to:

- adhere to Trust Infection Control Policies assuring compliance with all defined infection control standards at all times
- conduct hand hygiene in accordance with Trust policy, challenging those around you that do not
- challenge poor practice that could lead to the transmission of infection.

Hand Hygiene Policy

The Trust has adopted a "Naked Below the Elbow" strategy which means that when involved in patient care and direct physical contact with patients, you must wash or decontaminate your hands as per the Hand Hygiene Policy.

Compliance with the Hand Hygiene Policy is mandatory; you must wear short sleeved shirts/ blouses/ uniform, remove any out jackets and roll up your sleeves. No jewellery should be worn below the elbow (except a plain wedding band) and wrist watches must be removed.

Compliance with this policy will be monitored and any noncompliance may be subject to disciplinary action.

Rehabilitation of Offenders

Because of the nature of the work for which you are applying, this post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act, 1974 by virtue of the Rehabilitation of Offenders Act, 1974 (exceptions) order 1975. Applicants are therefore not entitled to withhold information about convictions. This could result in dismissal or disciplinary action from the Trust.

Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order is applied.

Appointment

The successful candidate will be required to take up the post no later than three months from the date of the offer of an appointment, unless a special agreement has been made between the candidate and Portsmouth Hospitals University NHS Trust.

If you consider it unlikely that you will be able to take up the appointment within such a period, you are advised to point this out at the time of your application.

Visiting Arrangements

Intending applicants may obtain further information and/ or arrange a visit by contacting Dr Angelique Beling or Rob Bunting via PA Email Kay.Taylor2@porthosp.nhs.uk Tel: 023 9228 6000 Ext 5302.

Please note that Portsmouth Hospitals University NHS Trust will reimburse expenses for one pre-interview visit in respect of short-listed candidates.

Due to the high volume of recruitment and our desire to treat all applicants fairly it is not possible to meet with the Group Chief Executive, Mrs Penny Emerit prior to the Appointments Advisory Committee.

However, arrangements to meet with Dr John Knighton, Group Chief Medical Officer, can be made by contacting his PA on 02392 286342. Both Dr Knighton and Mrs Emerit are extremely committed and supportive of this appointment and to appointing the right candidate and, as part of the induction programme, the successful applicant will have an opportunity to meet with them.