



WORKFORCE DEPARTMENT

GIBRALTAR HEALTH AUTHORITY

ST BERNARD'S HOSPITAL

Job Description

JOB TITLE: Consultant Radiologist

ACCOUNTABLE: Medical Director, Gibraltar Health Authority

REPORTS TO: Clinical Lead, Radiology

MAIN DUTIES AND RESPONSIBILITIES:

1) General:

The post-holder will be required to provide a comprehensive general radiology service to patients in Gibraltar. General radiology experience, including plain film reporting, ultrasonography, and cross-sectional imaging (CT, MRI) is essential. **Competence in ERCP diagnostics and intervention are essential.** Basic general interventional radiological experience would be useful such as: CT or U/S guided biopsy/drainage/injections. The post-holder will have clinical governance responsibilities involving audit, teaching and administration.

2) Clinical:

- i. to provide Consultant Radiologist advice and services to patients using the radiology department and accept personal responsibility for the clinical care of patients referred.
- ii. to provide advice and information as required to clinical colleagues and other staff.
- iii. to develop sound professional links with overseas and cross-frontier referral centres to ensure that a comprehensive radiology service is available to the residents of Gibraltar.

3) Academic:

- i. to share responsibility for the supervision, training and professional development of radiography personnel and other personnel where appropriate.
- ii. To contribute to the teaching of junior medical staff, student nurses, pupil nurses, etc., and to the continuing education of professional colleagues in effective and efficient use of radiology and radiography resources.
- iii. To practise clinical audit and take responsibility for clinical audit in radiology.

GENERAL CONDITIONS:

- i. The Consultant will have responsibility for all patients in his/her care and carry the responsibility for the clinical management and proper functioning of the radiology department.
- ii. The Consultant will be expected to follow and apply Royal College of Radiology guidelines to ensure that all examinations are necessary and appropriate.
- iii. The Consultant will be expected to work to a job plan agreed with the Clinical and Medical Directors.
- iv. To undertake any other reasonable duties and responsibilities, as requested by GHA Management or Medical Director.

WORKING ARRANGEMENTS:

The Radiologist will work to terms and conditions specified in the contract, but wherever these are not explicitly specified, General Orders will apply.

THE SERVICE ENVIRONMENT:

Gibraltar is a British dependency home to some 30,000 residents, but its rich history and temperate climate attracts large numbers of casual visitors throughout the year. Its small area (6.5 sq. km.) makes it very compact and self-sufficient, but the open border with Spain enables free trade. Tourism, construction and finance are the main industries. Schools follow the UK National Curriculum and the standard of education is very high, with performance averages consistently better than the UK. The crime rate is very low.

The Gibraltar Health Service, although technically not part of the UK NHS, is organised and run on very similar lines. A full range of primary care and secondary care services are provided locally, with contracts arranged in UK and Spain for tertiary care. The organisation of the health services is along UK NHS lines, with the Health Authority being responsible for all publicly funded health care, but there are no PCTs or hospital trusts and all services – hospital, primary care and community – are directly managed.

St Bernard's Hospital, the main acute general hospital has 130 in-patient beds, out – patient services, accident and emergency facilities and a Radiology unit that has been operational since February 2005. It has modern radiographic equipment in purpose-designed premises and includes digital imaging as well as computerised tomography.

The Radiology department is currently staffed by 5 Consultant Radiologists and is looking to expand to a team of six. The on-call commitment will be 1 in 6. GHA Doctors have a requirement to be GMC registered and licenced; the GHA provide an appraisal service which is outsourced. Doctors are expected to reside in Gibraltar during their oncalls, with a recall time of 30 minutes.

The Radiology department operates during daytime hours with an on-call service after hours. The department has two general X-ray rooms with fluoroscopy, two mobile units and a mobile screening unit for theatre work. Some procedures are referred out of Gibraltar; MRI scans are currently carried out at a local centre with a PACS link to GHA. There is a 128-slice CT scanner and a mammography unit, with the ability to perform digital tomosynthesis. General and specialist ultrasound provision is carried out in one of two ultrasound rooms. The GHA benefits from a recently commissioned acquired Cardiac Interventional suite, which is the agreed site for the development of an ERCP service.

Radiologists perform and report a mix of acute and routine CT, ultrasound, x-ray and MRI. Although the MRI is performed elsewhere, Radiologists report a subsection of these. On-calls activity mainly involves covering emergency CT and USS. A home reporting workstation will be provided. There is a wider estate review and plan involving the Radiology department which will account of the expanding workforce and necessary reporting space.

The department accepts referrals from medical and dental practitioners in Gibraltar, as well as some non-medical practitioners in specialised fields.

STATISTICS

STAFF – CURRENT

5 Full Time Consultant Radiologists
12 Radiographers (3 of whom are sonographers)
4 Clerks and 1 Receptionist
2 Radiography aides

ACTIVITY 2024

General Radiography	16794
CT	3910

MRI	1949
Mammo	3580
Ultrasound	8476
Nuclear studies (outsourced)	296

AUDIT AND CLINICAL GOVERNANCE

The successful candidate will be expected to take part in the organisation of audit activity in the department and take an active part in the continuing development of our Clinical Governance strategy. The appointee will be expected to participate in CPD activities and participate in appraisals and revalidation as required.

The following responsibilities are common to all posts in the Gibraltar Health Authority:

- To have responsibility for the Health, Safety and Welfare of self and others and to comply at all times with the requirement of the Health and Safety Regulations.
- To ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity in accordance with the provisions of the Data Protection Act and its amendments.
- To ensure skills are up-to-date and relevant to the role, to follow relevant Gibraltar Health Authority policies and professional codes and to maintain registration where this is a requirement of the role.
- To undertake such duties as may be required from time to time as are consistent with the responsibilities of the grade and the needs of the service.

CONFIDENTIALITY

The post holder must maintain the confidentiality of information about patients, staff and other health service business in accordance with the Official Secrets Act 1911 and 1920.

HEALTH & SAFETY

Employees must be aware of the responsibilities placed on them under the management of Health and Safety at Work Regulations to ensure that the agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

RISK MANAGEMENT

All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and when requested to co-operate with any investigations undertaken.

CONFLICT OF INTEREST

The Gibraltar Health Authority is responsible for ensuring that the service provided for patients in its care, meet the highest standards. Equally, it is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. Staff are not allowed to further their private interest in the course of their GHA duties.

SMOKING POLICY

It is the policy of the GHA to promote health. Smoking is actively discouraged and is prohibited in all areas of the GHA.

DATA PROTECTION

The post holder must at all times respect the confidentiality of information in line with the requirements of the Data Protection Act.

Due to the transformational agenda the GHA is going through, it is likely that the responsibilities of this post will evolve over time. The duties of the post holder will be subject to regular/appraisal and any amendments will be made in consultation and agreement with the post holder.

Job description Agreement

This agreement confirms that this Job Description is agreed as being an accurate reflection of the current main duties and responsibilities of the post.

**Signature of
Post-holder**.....

Date.....

Signature of Medical Director.....

Date.....

First Review Date.....

Review Date: Yearly.....

**PERSON SPECIFICATION
CONSULTANT RADIOLOGIST**

Essential criteria	Desirable experience
Qualification and experience	
Full GMC Registration and evidence of regular appraisal	Higher degree MD/PhD
Licence to practice	
On the Specialist Register or within 6 months of obtaining specialist registration on the date of the interview	
FRCR or equivalent	
Specialist Knowledge and Skills	
Practical skills commensurate with the above	
Broad based knowledge in diagnostic Clinical Radiology	Publications in peer review journals
Experience of ability to undertake ERCPs independently	ERCP service development and implementation
Evidence of clinical audit practice	Skills in education
Proven commitment to quality improvement	Experience/ qualification in teaching
Evidence of competency and proficiency of being able to undertake and report independently the panoply of radiological investigations required of the post holder – i.e. plain film, CT, MRI, USS (& ERCP)	Sub specialty interest to complement the current post holders Ability to undertake non-vascular interventional procedures e.g. biopsies, drain insertions
	Prior experience and willingness to participate in MDTs
Special Aptitudes	
Leadership ability	Ability to work under pressure and exercise sound judgement under conflicting pressures.

Ability to adapt understand new settings	
Ability to work in a team	
Ability to take responsibility lead and make decisions.	
Communication skills	
Ability to embrace and adapt to change	
	Experience of service development
Disposition	
Team player	
Friendly personality	
Ability to work in a small group for a long time	
Willing to adapt and learn new skills to meet the service needs of the post	