

The ROYAL MARSDEN
NHS Foundation Trust

Sub-Speciality Fellowship in Oncological Imaging

Candidate information pack

PRIVATE AND CONFIDENTIAL



NHS

Sub-Specialty Fellowship in Oncological Imaging - Diagnostic Imaging Dept:
Candidate information pack

Contents

1. Introduction to The Royal Marsden from Medical Director Dr Nicholas van As
2. About The Royal Marsden
3. Information about the Diagnostic Imaging Department
4. Job description and responsibilities
5. Job plan
6. Person specification
7. Terms and conditions
8. Visiting the Department

Sub-Specialty Fellowship in Oncological Imaging - Diagnostic Imaging Dept:
Candidate information pack

1. Introduction to The Royal Marsden from Medical Director, Dr Nicholas van As

Dear Candidate

Thank you for applying for the Sub-Specialty Fellowship in Oncological Imaging at The Royal Marsden. This candidate pack contains all the information you need to apply for the post

The Royal Marsden has a vital role in championing change and improvement in cancer care through research and innovation, education and leading-edge practice. We are incredibly proud of our international reputation for pushing the boundaries and for our ground-breaking work ensuring patients receive the very latest and best in cancer treatment and care.

At the heart of the hospital are our dedicated clinical staff. Their exceptional commitment and professionalism is commented on by so many of our patients. The work of our consultant body is absolutely central to the quality of care we provide, influencing our strategy, our delivery of patient treatment and care and our research programmes. This is a vital role in a high performing cancer centre working closely with me and our clinical and non-clinical colleagues across the whole Trust and a cohesive and strong Leadership Team.

I wish you every success with your application.

Dr Nicholas van As
Medical Director

2. About The Royal Marsden

The Royal Marsden is a world leader in cancer research, treatment and education. Together with our academic partner, The Institute of Cancer Research (ICR), we are the largest comprehensive cancer centre in Europe and the only National Institute of Health Research (NIHR) Biomedical Research Centre specialising in cancer in the UK.

Our mission is to continue to make a national and international contribution to cancer research and treatment, so that more people are cured and quality of life is improved for those with cancer. The Royal Marsden therefore plays an important role in championing change and improvement in cancer care through research and innovation, education and leading-edge treatment.

The Trust's annual budget is £360 million and we employ over 3,500 staff, including 335 medical staff, across two sites located in Chelsea and Sutton (Surrey). Over 50,000 patients attend The Royal Marsden each year. We provide community services across the Borough of Sutton. We have a Chemotherapy Medical Daycare Unit at Kingston Hospital.

We have a reputation for delivering high quality performance. We were ranked joint first in the CQC national inpatient survey results, above average in national cancer patient experience survey and ranked first amongst teaching hospitals in the UK for our staff survey results.

Predominantly the Trust's workload is from within the South West and West London Cancer Networks but, as a specialist cancer centre, the Trust has a high out-of-area referral rate for rare cancers, recurrent disease and treatment-related problems including international referrals. The Trust operates a shared care model with St George's Healthcare NHS Trust for paediatric cancer.

Private Care at The Royal Marsden

At The Royal Marsden we have a unique partnership between our NHS and Private Care services which ensures we can offer all patients the highest standard of environment and facilities and continue to be world leaders in the field of cancer care.

The private service has grown at The Royal Marsden over the past five years, and this has seen many benefits for the whole hospital – from our patients to our staff. Revenue generated by Private Care is reinvested into the hospital and allows development in leading-edge services, for example the hospital's robotic surgery programme and the extension of the radiology service's opening hours, both of which benefit all patients enormously.

Education and training

The Royal Marsden has a strong reputation for education and training. This was recognised as an area of outstanding practice in a recent CQC report. The Trust supports a number of junior doctor training programmes and provides core training across a wide range of tumours in clinical and medical oncology and surgery. The Trust also participates in rotations for the training of junior doctors in anaesthesia, pain and intensive care medicine.

Sub-Specialty Fellowship in Oncological Imaging - Diagnostic Imaging Dept: Candidate information pack

Trust organisation

The Trust Board comprises an independent chair, Mr Charles Alexander, five executive directors (Chief Executive, Chief Operating Officer, Chief Nurse, Chief Financial Officer, Medical Director), and five non-executive directors from outside the NHS.

The day-to-day running of the hospital is carried out by the Leadership Team made up of the Chief Executive, four Executive Directors, and the other members pictured below.



Cally Palmer
Chief Executive



Dr Liz Bishop
Chief Operating Officer and
Deputy Chief Executive



Dr Nicholas van As
Medical Director



Eamonn Sullivan
Chief Nurse



Marcus Thorman
Chief Financial Officer



Professor David Cunningham
Director of Clinical Research



Dr Tim Wigmore
Chief Clinical Information Officer
and Consultant Intensivist



Dr Imogen Locke
Lead for Clinical Oncology



Professor David Nicol
Chief of Surgery



Mr Paul Harris
Divisional Medical Director,
Private Care



Jon Spencer
Divisional Director,
Clinical Services



Sarah Clarke
Divisional Director,
Cancer Services



Shams Maladwala
Managing Director,
Private Care



Nicky Browne
Director of Transformation
and Charity Liaison



Dr Gary Wares
Director of Medical Education
and Consultant in Critical Care
and Anaesthesia



Rachael Reeve
Director of Marketing
and Communications



Nina Singh
Director of Workforce



Antonia Dalmahoy
Director of The Royal
Marsden Cancer Charity



Steven Francis
Director of Performance and
Information



Sunil Vyas
Director of Projects and Estates

Sub-Specialty Fellowship in Oncological Imaging - Diagnostic Imaging Dept:
Candidate information pack

The Royal Marsden is organised into four divisions - Cancer Services, Clinical Services, Clinical Research and Private Care. Each division is managed by a Divisional Director and supported by a Divisional Nursing Director. Each division is sub-divided into Clinical Business Units, which are led by a Clinical Director and a senior nurse. The Clinical Directors and other clinicians in a formal leadership position form part of the Clinical Advisory Group, which is chaired by the Medical Director and membership also includes Executive Directors.

In addition the divisions are supported by the following directorates:

- Nursing, Risk and Quality Assurance
- Finance
- Workforce
- Information and Performance
- Facilities
- Marketing and Communications

3. Information about the Diagnostic Imaging Department

Facilities

The Radiology Department has a long and distinguished record of teaching and training. Junior radiology trainees rotate from a number of major radiology training schemes within the greater London area including St. George's Hospital, Chelsea & Westminster Hospital, Charing Cross and Hammersmith (Imperial College). In addition, out of programme experience trainees have been attracted from centres including Leeds, Nottingham, Norwich and Plymouth in the last ten years.

There is an active multidisciplinary clinical imaging research programme undertaken at both Sutton and Chelsea branches in Colorectal, Urological and Gynaecological cancer, with the hope of developing further collaborations in the other cancers. Central to this are the strong links between Clinical Radiology and the other Clinical Units, as well as the CRUK Imaging Research Group. The research facilities available comprise our high specification clinical MRI scanners and two multi-detector CT machines. There are also links with ultrasound and PET-CT. Our clinical research activity currently supports several MD students, all of whom are undertaking MD theses in imaging.

In addition, there is research within the multi-disciplinary Clinical Magnetic Resonance Research Group, based at Sutton and which is conducted in MR Imaging and MR Spectroscopy using: a 3T Philips Achieva, 1.5T Siemens Aera and 1.5T Siemens Avanto systems at Sutton; a 1.5T Philips Intera system at London; a 300 MHz horizontal super-wide bore, and a 500 MHz wide bore vertical Bruker systems, both capable of imaging and spectroscopy, and supporting a wide range of facilities. Both clinical and scientific research is undertaken on all scanners during normal and outside working hours.

Academic Facilities

The RMNHSFT and the ICR enjoy a close relationship. Facilities are accommodated at two sites (Chelsea and Sutton). The RMNHSFT is a Specialist Oncology Centre, recognised as a cancer centre under the Terms of the Calman Hine report. The RMNHSFT and ICR combine to meet the increasing research and clinical demands in the field of oncology. The CRUK Clinical Magnetic Resonance Research Group is funded on a 5-yearly programme grant. The research group is a multi-disciplinary team under the co-direction of Professor Martin Leach and Dr Nandita deSouza, and constitutes the Section of Magnetic Resonance Imaging within the Institute of Cancer Research. The holder of this post will have the opportunity to become an active member of this team.

The ICR is an Associate Institute of the University of London in which consultant staff at the Hospital are eligible for consideration as recognised teachers and consequently as honorary Consultants.

Administrative Facilities

The post-holder will have access to office facilities and secretarial support. The Trust has excellent physics, medical illustration, statistics and IT support.

Other Facilities

(a) Clubs:

A recreation centre known as the “Ups Club” is situated at the Sutton branch of the Hospital and is available to all members of the Hospital and Institute staff. Its facilities include squash and badminton courts. A bar is also available.

(b) Staff car parking:

There is very limited car parking on the Sutton site with admission restricted to permit holders. There is no parking at the Fulham Road site for staff.

(c) Transportation:

The Sutton site is situated 15 minutes from Sutton mainline station and a number of regular buses pass the Hospital. Hospital shuttle buses run a frequent service between the train station and the hospital site available to staff free of charge in the morning and evening. The Fulham Road branch is well served by public transport.

(d) Inter-site transport:

A free minibus service runs regularly between the Fulham Road and Sutton sites within the Trust.

Staffing in the Department of Diagnostic Imaging

Consultant Staff

Dr A Riddell (Clinical Head of Department) (Fulham Road / Sutton)

Dr D MacVicar (Sutton / Fulham Road)

Dr E Moskovic (Fulham Road)

Professor G Brown (Sutton / Fulham Road)

Dr A Sohaib (Fulham Road / Sutton)

Dr B Sharma (Fulham Road / Sutton / Nuclear Medicine)

Dr S Allen (Sutton / Fulham Road / St. George's)

Dr R Pope (Fulham Road / Chelsea & Westminster)

Professor N de Souza (ICR)

Dr Christina Messiou (Sutton / Fulham Road)

Professor D-M Koh (Sutton)

Dr R Wilson (Sutton / Fulham Road)

Dr N Tunariu (Sutton)

Professor A Rockall (Fulham Road / Sutton)

Dr K Downey (Fulham Road/ Sutton)

Dr D ap Dafydd (Fulham Road/ Sutton)

Dr M Bali (Sutton)

Dr N Fotiadis (Fulham Road / Chelsea & Westminster)

Dr J McCall (Fulham Road / Chelsea & Westminster)

Dr N Khan (Fulham Road / Chelsea & Westminster)

Sub-Specialty Fellowship in Oncological Imaging - Diagnostic Imaging Dept:
Candidate information pack

Professor W Oyen (Nuclear Medicine - Fulham Road/ Sutton)

Dr S Chua (Nuclear Medicine - Fulham Road/ Sutton)

Dr I Zerizer (Nuclear Medicine - Fulham Road/ Sutton)

Dr Y Du (Nuclear Medicine - Fulham Road/ Sutton)

Dr D Levine (Nuclear Medicine - Fulham Road/ Sutton)

Junior Medical Staff

1 WTE SpR rotating through the Chelsea & Westminster training programme (Fulham Road 4 days; Sutton 1 day)

1 WTE SpR rotating from St George's training programme (Sutton 4 days; Fulham Road 1 day)

4 WTE Sub-specialty SpRs rotating between Fulham Road and Sutton

1 WTE Sub-specialty interventional radiology SpR rotating between Fulham Road and Sutton

1 WTE SpR rotating through the London Deanery Nuclear Medicine training programme between Royal Marsden and Royal Brompton Nuclear Medicine Departments (50% : 50% time split)

Visiting SpRs on informal basis for short term attachments or one/two days per week for PET/CT, training in MR and oncological imaging

Visiting international fellows to gain experience in oncological imaging or participate in research projects

Imaging Activity

Chelsea & Sutton combined

Modality	Patient body parts 2015/16	Patient body parts 2016/17
CT	78,646	80,771
MRI	25,738	28,959
X-Ray (incl. IR & fluoro)	23,910	23,903
Mammo	11,867	11,915
US (breast & general)	23,892	25,366
PET/CT	12,793	14,425
NM - Diagnostic	11,209	10,372
NM - Therapy	624	730

Sub-Specialty Fellowship in Oncological Imaging - Diagnostic Imaging Dept:
Candidate information pack

Imaging Facilities

Modality	Sutton site	Chelsea site	Both sites
CT	1 x Siemens Definition Dual Source Flash 1 x Siemens Definition Edge (installed April 2016)	1 x Siemens Definition Dual Source Flash 1 x Siemens Definition Edge	
MRI	1 x Siemens 1.5T Aera 1 x Siemens 1.5T Avanto 1 x 3T Philips Achieva (funded for research only)	1 x Siemens 3T Skyra 1 x Siemens 1.5T Aera	
X-ray including Fluoro	1 x GE Precision RXI – digital(about to be replaced 17/18) 1 x Carestream DR 7500 general room	1 x Siemens Axiom Luminos DRF + Vertex Solitair chest stand 1 x Carestream DR 7500 general room	
Mammo	1x GE Senographe 2000D digital units in the RDAC 2 x Hologic Tomosynthesis mammography unit	2 x GE Senographe 2000D digital units and 1 x Hologic Tomosynthesis mammography unit(2 of them in RDAC and 1 in the main department)	
US	1 x GE Logic E9 real time scanner for general use 2 x GE Logic E9 real time scanner for breast use in RDAC	1 x GE Logic E9 real time scanner for general use 2 x GE Logic E9 real time scanner for breast use in RDAC	
IR	N/A	1 x Siemens Artis Zee Ceiling and system syngo	
General NM	2 x Gamma cameras 1 x Bone densitometry	1 x Philips Brightview XCT SPECT/CT scanner	
PET/CT	2 x Siemens mCT Biograph PET/CT scanner	1 x Philips Gemini TF 16-slice PET/CT scanner	
PACS			Sectra PACS upgraded to IDS7 in July 2014
RIS			Carestream RIS

4. Job description and responsibilities

The post will provide higher specialist training in oncological imaging and will have a tenure of one year. The post provides a training opportunity for Year 4 or above of radiological training and applicants may be considered who have obtained a CCST in radiology. Previous experience in oncological imaging and previous rotation to an oncology imaging centre within the first five years of training would be an advantage. The post has been approved by the Royal College of Radiologists and the Regional Postgraduate Dean.

The post-holder will have a major involvement in cross-sectional imaging (CT, MRI and ultrasound) in all aspects of cancer and may also have the opportunity to develop skills in breast imaging and interventional techniques. The appointee will also be expected to join in the general work of the Department, including plain film reporting and general radiological procedures, as well as take part in the on-call rota.

The appointee will also take a leading role in the presentation of cases at clinico-radiological conferences (MDTs) and will be expected to take an active role in imaging research.

The appointment will be based at both branches of the hospital, the appointee spending half of the rotation at Sutton and half at Chelsea so that at the end of one year the appointee will have been exposed to all aspects of the work of the department and will have had the opportunity to attend MDT meetings with all the major clinical units.

He/she will be expected to aid in the teaching of specialist registrars on rotation to the Departments of Radiology at Chelsea and Sutton and when necessary, to become involved in teaching of other medical personnel. Contribution to the audit programme of the Department is also expected.

Sub-Specialty Fellowship in Oncological Imaging - Diagnostic Imaging Dept:
Candidate information pack

5. Job plan

- 5.1. Emergency On-Call Duties
The appointee will participate in the on-call rota, currently 1 in 7 with interval cover.
- 5.2. Timetable
CT and MRI reporting is supervised by a consultant radiologist. The appointee will be expected to work closely with the consultant on duty to provide an effective and efficient service to patients.

A provisional specimen timetable is included below:

Months 1-3 & 7-9

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Sutton	Sutton	Sutton	Sutton	Sutton
RDAC	MRI/General reporting	CT	Research	MRI/General reporting
CT	Research	US	CT / MRI	CT

Months 4-6 & 10-12

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Chelsea	Chelsea	Chelsea	Chelsea	Chelsea
CT	US	General reporting / CT	US	Research
General reporting / CT	Research / Audit	MRI	Research	CT

Cross cover

These timetables are necessarily flexible. In a small department they will change from week to week to accommodate absences. Some successful candidates may wish to develop a special interest and the timetable may be tailored to accommodate this. Leave must be planned and co-ordinated in a responsible manner.

This job description is a reflection of the present position and is subject to review and alteration in detail and emphasis in the light of future changes.

6. Person specification

Person Specification	Qualities and Attributes	Essential	Desirable
Status	Eligible for full GMC Registration	✓	
	MBBS or equivalent	✓	
	Holding FRCR or equivalent		✓
Experience	Core experience in Radiology		✓
	Motivated to ensure the achievement of defined targets	✓	
	IT Skills	✓	
Personal Qualities	Approachability	✓	
	Team Player	✓	
	Enthusiasm	✓	
	Effective communication	✓	
	Committed to personal and professional development	✓	

7. Terms and conditions

On-call availability supplement

You are required to participate in an on-call rota, and you will be paid a supplement in addition to your basic salary. The supplement will be paid in accordance with your contract.

Pension

Membership of the NHS Pension Scheme is available to all employees over the age of 16. Membership is subject to the regulations of the NHS Pension Scheme, which is administered by the NHS Pensions Agency. Employees not wishing to join the Scheme or who subsequently wish to terminate their membership must complete an opting out form - details of which will be supplied upon you making a request to the Trust's Pensions Manager, based in payroll. A contracting-out certificate under the Pension Schemes Act 1993 is in force for this employment and, subject to the rules of the Scheme, if you join the Scheme your employment will be contracted-out of the State Earnings Related Pension Scheme (SERPS).

Annual leave

Requests for annual leave must be sent by e-mail to: AnnualLeaver@rmh.nhs.uk. The dates will be logged on the centralised radiology calendar and reviewed by the Clinical Lead. You will be advised by e-mail of the outcome of your request. Where possible all requests will be granted but flexibility may be required at peak times.

Appraisal and clinical governance

You must co-operate fully in the operation of your training appraisal scheme. You must also comply with our clinical governance procedures.

Equal opportunities

The Trust aims to promote equal opportunities. A copy of our Equality Scheme is available from the Workforce department. Members of staff must ensure that they treat other members of staff, patients and visitors with dignity and respect at all times and report any breaches of this to the appropriate manager.

Medical examinations

All appointments are conditional upon prior health clearance by the Trust's Occupational Health Service. Failure to provide continuing satisfactory evidence will be regarded as a breach of contract

Disclosure and Barring Service (DBS)

Applicants for posts in the NHS are exempt from the Rehabilitation of Offenders Act 1974. All applicants who are offered employment will be subject to a criminal record check from the DBS before the appointment is confirmed. All doctors who are offered employment will be subject to an enhanced disclosure check by the DBS before the appointment is confirmed. This includes details of cautions, reprimands, final warnings, as well as convictions. Further information is available from the DBS website at www.gov.uk/disclosure-barring-service-check/overview

Fitness to practice

Prior to making an appointment to a post, the Trust needs to establish if applicants for such positions have ever been disqualified from the practice of a profession or required to practise subject to specified limitations following fitness to practise proceedings by a regulatory body in the UK or in another country, and whether they are currently the subject of any investigation or proceedings by anybody having regulatory functions in relation to health/social care professionals, including such a regulatory body in another country.

Sub-Specialty Fellowship in Oncological Imaging - Diagnostic Imaging Dept:
Candidate information pack

Professional registration/Licence to practice

Staff undertaking work which requires professional/state registration/licence are responsible for ensuring that they are so registered/licensed and that they comply with any Codes of Conduct applicable to that profession. Proof of registration/licence to practice must be produced on appointment and, if renewable, proof of renewal must also be produced.

Safeguarding children and vulnerable adults

All staff must be familiar with and adhere to the Trust's child protection and safeguarding adult policies and procedures. All staff are required to attend child protection and safeguarding adults awareness training, additional training and supervision regarding child protection relevant to their position and role.

Confidentiality

To have responsibility to maintain the confidentiality of any confidential information which comes into your possession regarding patients, employees or any other business relating to the organisation. In accordance with the Public Interest Disclosure Act 1998 protected disclosures are exempt from the express duty.

Health and safety

To be aware of the responsibilities placed upon all employees under the Health and Safety at Work Act 1974, to ensure the agreed safety procedures and understood and carried out to maintain a safe environment for employees and visitors.

Code of conduct

All staff are required to work in accordance with the code of conduct for their professional group (e.g. Nursing and Midwifery Council, Health Professions Council, General Medical Council, NHS Code of Conduct for Senior Managers).

Infection control

It is the responsibility of all staff, whether clinical or non-clinical, to familiarise themselves with and adhere to current policy in relation to the prevention of the spread of infection and the wearing of uniforms.

Clinical staff – on entering and leaving clinical areas and between contacts with patients all staff should ensure that they apply alcohol gel to their hands and also wash their hands frequently with soap and water. In addition, staff should ensure the appropriate use of personal protective clothing and the appropriate administration of antibiotic therapy. Staff are required to communicate any infection risks to the infection control team and, upon receipt of their advice, report hospital-acquired infections in line with the Trust's Incident Reporting Policy.

Non clinical staff and sub-contracted staff – on entering and leaving clinical areas and between contacts with patients all staff should ensure they apply alcohol gel to their hands and be guided by clinical staff as to further preventative measures required. It is also essential for staff to wash their hands frequently with soap and water.

Staff have a responsibility to encourage adherence with policy amongst colleagues, visitors and patients and should challenge those who do not comply. You are also required to keep up to date with the latest infection control guidance via the documents library section on the intranet.

Sub-Specialty Fellowship in Oncological Imaging - Diagnostic Imaging Dept:
Candidate information pack

Clinical governance and risk management

The Trust believes everyone has a role to play in improving and contributing to the quality of care provided to our patients. As an employee of the Trust you are expected to take a proactive role in supporting the Trust's clinical governance agenda by:

- Talking part in activities for improving quality such as clinical audit
- Identifying risks through incident and near miss reporting and undertaking risk assessments
- Following Trust polices, guidelines and procedures
- Maintaining your continue professional development

All clinical staff making entries into patient health records are required to follow the Trust standards of record keeping. All staff has a responsibility to report all clinical and non-clinical accidents or incidents promptly and when requested to co-operate with any investigation undertaken.

Information quality assurance

As an employee of the Trust it is expected that you will take due diligence and care in regard to any information collected, recorded, processed or handled by you during the course of your work and that such information is collected, recorded, processed and handled in compliance with Trust requirements and instructions.

Freedom of Information

The post holder should be aware of the responsibility placed on employees under the Freedom of Information Act 2000 and is responsible for helping to ensure that the Trust complies with the Act when handling or dealing with any information relating to Trust activity. Any request for information should be referred to your Line Manager / Head of Training.

Smoking policy

It is the policy of the Trust to promote health. Smoking is actively discouraged and is prohibited in most areas of the Hospital, including offices, with the exception of designated smoking areas on all sites.

Dress code

All staff are expected to abide by the Trust's dress code.

Professional association/Trade union membership

It is the policy of the Trust to support the system of collective bargaining and as an employee in the health service you are therefore encouraged to join a professional organisation or trade union. You have the right to belong to a trade union and to take part in its activities at any appropriate time and to seek and hold office in it. Appropriate time means a time outside working hours.

Continuing medical education

The appointee will be required to meet, as a minimum, the requirements of their Royal College in respect of continuing medical education.

Protecting patients and guiding doctors

The Trust fully supports the General Medical Council's performance procedures designed to protect patients and guide doctors. In the context of a doctor's fitness to practice, the Trust requires all doctors to follow the GMC's principles of Good Medical Practice, which encourages and promotes effective self-regulation.

Intellectual Property

You will comply with our procedures for intellectual property which are in line with 'The NHS as an Innovative Organisation, Framework and Guidance on the Management of Intellectual Property in the NHS'.

You hereby agree that all intellectual property rights shall together with all forms of media incorporating such rights or on which the rights are recorded or stored, belong to the Trust, or to the Trust and a third party jointly if a formal agreement is in place, and you hereby undertake to execute all documents and do all things which may be necessary or desirable for vesting the intellectual property rights in the Trust or for obtaining protection for the intellectual property rights in such part or parts of the world as may be specified by the Trust.

Without prejudice to the above clause, you hereby assign to the Trust by way of future assignment of copyright all copyright subsisting in the intellectual property for all the classes of act which by virtue of the Copyright Designs and Patents Act 1988 the owner of the copyright has the exclusive right to do throughout the world for the whole period of which copyright is to subsist. You hereby irrevocably appoint the Trust to be your attorney in your name and on its behalf to sign, execute or do any such instrument or thing and generally to use your name for the purpose of giving the Trust full benefit of the provisions of this clause and in favour of any third party a certificate in writing signed on behalf of the Trust that any instrument or act falls within the authority conferred by this clause shall be conclusive evidence that such is the case.

You hereby waive your right to be identified as the author of the intellectual property if requested by the Trust, and considering the Trust's legal obligation to identify inventors of patents according to European patent law, and your right to object to derogatory treatment of the intellectual property

Confidentiality and Data Protection Act

All employees of The Royal Marsden NHS Foundation Trust must not, without prior permission, disclose any information regarding patients or staff (please also see the Trust's policy on Whistleblowing). In instances where it is known that a member of staff has communicated information to unauthorised persons, those staff will be liable to dismissal. Moreover, the Data Protection Act 1998 also renders an individual liable for prosecution in the event of unauthorised disclosure of information.

Customer service excellence

All staff are required to support the Trust's commitment to developing and delivering excellent customer-focused service by treating patients, their families, friends, carers and staff with professionalism, respect and dignity.

Emergency planning

In accordance with the Trust's responsibilities under the Civil Contingencies Act 2004 all staff are required to undertake work and alternative duties as reasonably directed at variable locations in the event of and for the duration of a significant internal incident, major incident or pandemic.

Equality and diversity policy

The Royal Marsden NHS Foundation Trust is committed to eliminating all forms of discrimination on the grounds of age, disability, gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex and sexual orientation.

8. Visiting the department

Enquiries about the post can be made to Dr Derfel Ap Dafydd, Consultant Radiologist, (020 8661 3216) or e-mail: emma.mullany@rmh.nhs.uk or maureen.watts@icr.ac.uk through whom visits to the Radiology Department at The Royal Marsden can be arranged.

Applicants are invited and encouraged to visit the Chelsea and Sutton departments informally by arrangement. The Trust is not empowered to pay travelling expenses or a subsistence allowance in connection with any such visits.

