

Person specification for Specialist doctors working in clinical oncology and clinical radiology

Note for consultation respondents

This document contains the proposed introductory webpage text that will accompany the RCR's person specifications for Specialist doctors working in clinical oncology and clinical radiology.

The text is being included in the consultation to provide context about the purpose of the person specifications, their intended audiences and how they should be used. It is also included so that respondents can comment on whether the proposed webpage information clearly explains the role and status of the documents.

Following publication, separate clinical oncology and clinical radiology webpages will be created to help users locate the information most relevant to them. The introductory text on each webpage will be based on the content presented here, with minor amendments to reflect the relevant specialty.

Proposed website text

SAS doctors make a vital contribution to clinical oncology and clinical radiology services across the UK. The RCR has developed these person specifications to support greater consistency, transparency and recognition in progression to Specialist doctor roles.

The person specifications are intended for SAS doctors, clinical leaders, managers and employers. They provide a practical, specialty-specific framework that can be used to support local development discussions, career planning, appraisal, job planning and recruitment. They may also help services to understand the capabilities, experience and evidence that may be relevant when developing and recognising suitable Specialist doctor roles.

The documents draw on national guidance for the Specialist grade and align with relevant RCR curriculum expectations and Capabilities in Practice. They are intended to support fair, evidence-based discussions about progression, while recognising that SAS doctors' roles and career pathways vary across services, employers and UK nations.

The person specifications include essential and desirable criteria, alongside examples of evidence that may help demonstrate competence and readiness for Specialist doctor roles. They are flexible and non-prescriptive and are not intended to set fixed numeric thresholds for clinical activity or prescribe a rigid single model of Specialist practice.

The person specifications are not contractual documents and do not replace local employer processes, national terms and conditions, or existing NHS Employers and BMA guidance. Decisions about appointment, progression, pay and contractual matters remain the responsibility of employers. However, the RCR's model Specialist person specification summarises national guidance in the context of our specialities, to help make this process

more streamlined and transparent, whilst linking to other established guidance for further support.

The RCR hopes these resources will support SAS doctors in planning their progression, assist services in developing and recognising Specialist roles, and contribute to sustainable workforce planning in clinical oncology and clinical radiology.

Useful resources

NHS Employers. *Terms and conditions and resources for the SAS contract 2021*. 18 March 2021. Available at: <https://www.nhsemployers.org/articles/terms-and-conditions-and-resources-sas-contract-2021> (accessed March 2026).

NHS Employers. *Generic capabilities framework for new specialist grade*. September 2022. Available at: <https://www.nhsemployers.org/system/files/2022-09/Generic-capabilities-framework-for-new-specialist-grade.pdf> (accessed March 2026).

NHS Employers. *Specialist grade person specification template*. September 2022. Available at: <https://www.nhsemployers.org/system/files/2022-09/Specialist-grade-person-specification-template.docx> (accessed March 2026).

NHS Employers. *Specialist grade template for collating entry criteria evidence*. Available at: https://www.nhsemployers.org/system/files/media/Specialist-grade-template-collating-entry-criteria-evidence_0.docx (accessed March 2026).

British Medical Association. *The 2021 specialist grade explained*. Updated 13 October 2025. Available at: <https://www.bma.org.uk/pay-and-contracts/contracts/sas-doctor-contract/the-2021-specialist-grade-explained> (accessed March 2026).

British Medical Association. *The establishment and introduction of the specialist role in England*. October 2024. Available at: <https://www.bma.org.uk/media/ymb13wr3/bma-guidance-the-establishment-introduction-specialist-role-england.pdf>

British Medical Association. *Role comparison table: SAS, specialist and consultant roles*. Available at: <https://www.bma.org.uk/media/emrn1fmy/bma-role-comparison-table.pdf> (accessed March 2026).