

Person specification for Specialist doctors working in Clinical Radiology

Guidance developed by the Royal College of Radiologists (RCR) drawing on national guidance for Specialist doctors, with examples of evidence that may be used to demonstrate essential and desirable criteria.^{1,2}

	Essential	Desirable	Evidence (examples)
Professional values and behaviours, skills and knowledge	✓ Full registration and a License to Practise with the General Medical Council (GMC)³ ✓ Minimum of 12 years' medical experience since primary medical qualification (10 years in Scotland)^{4,5,6,7} ✓ Minimum of six years as Specialty and Associate Specialist (SAS) grade or equivalent in Clinical Radiology ✓ Acts in accordance with the professional values and behaviours set out in the GMCs <i>Good medical practice</i>⁸ ✓ Adheres to professional requirements of annual appraisal, job planning and reviews of performance and progression ✓ Proven ability to manage patients with complex needs while recognising personal limitations ✓ Provides safe and effective care for critically ill patients, seeking specialist support where appropriate ✓ Communicates effectively with patients, relatives and carers, placing them at the centre of the care pathway ✓ Works collaboratively to build effective relationships across multidisciplinary teams ✓ Raises concerns appropriately and challenges constructively where required to maintain patient safety ✓ Demonstrates insight into their own leadership style and its impact on colleagues and team functioning. ✓ Critically reflects on decision-making and articulates reasoning clearly to others	✓ Previous experience working in the NHS ✓ Possession of a relevant post-graduate professional qualification (Fellowship of the RCR (FRCR) or an equivalent recognised qualification equivalences)	✓ CV ✓ Relevant higher qualifications ✓ Job plan ✓ Annual appraisal documentation (including supporting evidence from appraisal reviews) ✓ Educational or professional portfolio (e.g. Radiology Integrated Self-Review (RISR)) ✓ Evidence of autonomous practice sign off (generic/ bespoke sign off agreed locally) within the relevant subspecialty^{1,2} ✓ Logbook or equivalent supporting evidence ✓ Continuing Professional Development (CPD) logbook (e.g. RCR CPD diary) and evidence of relevant courses attended (if applicable) ✓ Workplace-Based Assessments (WPBAs) ✓ Patient and colleague feedback (including 360-degree feedback or multi-source feedback (MSF)) ✓ Reflective practice evidence ✓ Interview (where applicable)

	Essential	Desirable	Evidence (examples)
	Capabilities in Practice (CiP) Level 7⁹ ✓ Involvement in governance activities and business meetings ✓ Experience of imaging vetting as part of clinical responsibilities ✓ Appropriately selects and tailors imaging to clinical context ✓ Collaborates effectively with referring clinicians. ✓ Optimises imaging pathways for specific clinical presentations. ✓ Provides timely, accurate and clinically relevant reports on imaging studies and imaging intervention within the named subspeciality ✓ Safeguards patients by adhering to safety guidelines and legislation relating to ionising radiation, including image-guided interventions. ✓ Demonstrates awareness of contraindications, risks and potential side effects associated with imaging procedures ✓ Appropriately manages imaging examination lists and procedures according to clinical need and professional expertise. ✓ Contributes effectively to MDT meetings and articulates clear clinical or imaging opinions Keeps up to date with emerging technologies, including AI and adapt practice accordingly.	CiP Level 4⁹ ✓ Evidence-based practice through peer-reviews ✓ Attends and participates in discrepancy review meetings (e.g. Radiology Events and Learning Meetings). Provides feedback to the imaging team to support quality improvement (QI) and equipment optimisation ✓ Experience of chairing MDTs meetings. ✓ Participation in research or audit activities, including those related to artificial intelligence where relevant ✓ Supports provision of imaging for emergency care	✓ Annual appraisal documentation ✓ WPBAs ✓ Patient and colleague feedback (including 360-degree or MSF) ✓ Job plan and rota ✓ Documentation of MDT participation ✓ Logbook or equivalent supporting evidence ✓ CPD logbook (e.g. RCR CPD diary) and evidence of courses attended (if applicable) ✓ FRCR or equivalent recognised qualification ✓ Evidence in training in IR(ME)R^{10,11} ✓ Mandatory training records ✓ Evidence of attendance at relevant courses, or national conferences
Leadership and teamworking	✓ Ability to work effectively as part of and where appropriate lead an MDT ✓ Understands own leadership style and its impact on colleagues and team functioning ✓ Ability to challenge others constructively and escalate concerns where necessary to support patient safety and team effectiveness	✓ Evidence of engagement in training related to leadership, management, teamworking or human factors	✓ Annual appraisal documentation ✓ Patient and colleague feedback (including 360-degree or MSF) ✓ Job plan and rota ✓ Educational or professional portfolio (e.g. RISR) ✓ WPBAs

	Essential	Desirable	Evidence (examples)
	✓ Demonstrates reflective practice in relation to decision-making		✓ Continuing professional development (CPD) record relating to leadership activities and relevant courses attended (e.g. RCR CPD diary) ✓ Interview
Patient safety and quality improvement	✓ Delivers a high standard of safe patient care, including appropriate incident reporting ✓ Works collaboratively with hospital teams and the wider MDT to manage risk and promote patient safety ✓ Demonstrates understanding of clinical governance systems, including involvement and leading discrepancy meetings (e.g. REALMs), morbidity and mortality (M&M) review meetings and awareness of national targets (e.g. two week wait pathway) ✓ Engages in local audit and QI activities ✓ Demonstrates understanding of IR(ME)R and its implications for patient safety^{10,11}	✓ Engage with local audit and QI projects ✓ Participates in regional or national QI initiatives ✓ Implements evidence-based improvements in patient care (Standards of Care) ✓ Undertakes training in QI methodology.	✓ QI projects and completed audits ✓ Examples of change management, guideline development or review ✓ Training in human factors ✓ Reflective learning from critical incidents ✓ Documentation from M&M meetings, including learning outcomes and minutes ✓ Evidence of training in IR(ME)R^{10,11} ✓ Annual appraisal documentation (including supporting evidence from appraisal reviews) ✓ Educational or professional portfolio (e.g. RISR) ✓ Statutory and mandatory training records ✓ Evidence of relevant subspecialty examination component (e.g. Part 1 FRCR Physics)
Safeguarding	✓ Demonstrates awareness of relevant organisational safeguarding policies and procedures ✓ Demonstrates awareness of Equality, Diversity and Inclusion (EDI) legislation and local policies as they relate to patient care		✓ Annual appraisal documentation (including supporting evidence from appraisal reviews) ✓ Educational or professional portfolio (e.g. RISR) ✓ Safeguarding mandatory training) ✓ EDI training

	Essential	Desirable	Evidence (examples)
Education and training	✓ Demonstrates awareness of different learning styles in self and others ✓ Creates effective learning opportunities for medical staff, allied health professionals and students	✓ Plans and delivers effective teaching and training activities ✓ Formal educational qualification ✓ Contributes to the development of educational or training resources	✓ Examples of teaching and training delivered at local, regional and national level ✓ Annual appraisal documentation (including supporting evidence from appraisal reviews) ✓ Educational or professional portfolio (e.g. RISR) ✓ Relevant courses and qualifications e.g. PGCert in Medical Education and college accredited courses
Research and scholarship	✓ Uses clinical guidelines appropriately (e.g. Standards of Care) ✓ Use evidence-based medicine to inform shared decision making with patients	✓ Participation in clinical trials or research projects ✓ Publications, presentations or posters ✓ Supports any research activities being undertaken within the Trust as required ✓ Keeps up to date with National Institute for Health and Care Research Good Clinical Practice	✓ NIHR Associate PI scheme ✓ Publications and posters ✓ Annual appraisal documentation (including supporting evidence from appraisal reviews) ✓ Educational or professional portfolio (e.g. RISR) ✓ CPD logbook (e.g. RCR CPD diary) ✓ Mandatory training

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).

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- 2 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 January 2026).
- 3 General Medical Council. *The licence to practise*. Available at: <https://www.gmc-uk.org/registration-and-licensing/our-registers/a-guide-to-our-registers/the-licence-to-practise> (accessed 16 February 2026).
- 4 NHS Employers. *Specialist Terms and Conditions of Service June 2022*. Available at: <https://www.nhsemployers.org/system/files/2022-06/Specialist-terms-and-conditions-June-2022.pdf> (accessed Jan 2026).
- 5 NHS Confederation / NHS Wales Employers. *Specialty, Specialist and Associate Specialist (SAS) Doctors – Wales 2021 Contract Terms and Conditions*. NHS Confederation website. Available at: <https://www.nhsconfed.org/wales/nhs-wales-employers/medical-and-dental-w-pay-terms-and-conditions-service/specialty> (accessed Jan 2026).
- 6 Management Steering Group / BMA Scotland. *Terms and Conditions of Service: Specialty Doctor (Scotland)*. 28 October 2022. Available at: https://www.msg.scot.nhs.uk/wp-content/uploads/FINAL_SAS-Specialty-Doctor-Contract_28-Oct-2022-1.pdf (accessed March 2026).
- 7 Department of Health Northern Ireland. *SAS 2021 Contract Documentation and Guidance*. 20 Jul 2021. Northern Ireland Government website. Available at: <https://www.northernireland.gov.uk/publications/sas-2021-contract-documentation-and-guidance> (accessed Jan 2026).
- 8 General Medical Council. *Good medical practice*. Available at: <https://www.gmc-uk.org/professional-standards/the-professional-standards/good-medical-practice> (accessed 16 February 2026).
- 9 Royal College of Radiologists. *Clinical Radiology Specialty Training Curriculum*. Updated 15 May 2023. Available at: https://www.rcr.ac.uk/media/cupfjubb/rcr-curriculum_clinical_radiology_curriculum_update_15_may_2023.pdf (accessed January 2026).
- 10 Department of Health and Social Care. *Guidance to the Ionising Radiation (Medical Exposure) Regulations 2017 (updated September 2024)*. Available at: <https://www.gov.uk/government/publications/ionising-radiation-medical-exposure-regulations-2017-guidance> (accessed January 2026).

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- 11 UK Government. The Ionising Radiation (Medical Exposure) (Amendment) Regulations 2024 (SI 2024/896). Available at: <https://www.legislation.gov.uk/uksi/2024/896/made> (accessed January 2026).

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