Portsmouth Hospitals University NHS Trust

Job Description

Title: Radiographer Mammographer

Band: 6

Staff Group:

Reports to: Superintendent Radiographer- Breast Imaging

Job Purpose:

- To perform high quality mammography as part of the NHS Breast Screening Programme (NHSBSP), in the Breast Imaging Department at QAH and on the Mobile Breast Screening Unit. Mammography will be performed under direct/indirect supervision (whilst training)
- To perform mammography of symptomatic and surveillance patients and moderate risk family history patients.
- To use professional discretion and experience to ensure that clinical practice is carried out correctly, professionally and within the legal framework.

Key Responsibilities

Clinical/Professional

- To produce high quality mammography images with a minimum number of repeat images as an autonomous practitioner and as part of a multi professional team, in a manner that meets professional, departmental and legal standards and requirements. To regularly participate in documented image assessment.
- To adhere to the NHSBSP Guidance for Breast Screening Mammographers and participate in the BSP Quality Assurance programme.
- To act as an independent radiographic practitioner, meeting the standards set within the Health Professions Councils professional code of conduct.
- To use professional discretion and experience to ensure that clinical practice is carried out correctly, professionally and within the legal framework.
- To attend mandatory clinical and academic update courses for radiographers.
- To maintain own level of competence and undertake continuing professional development through participation in internal and external development opportunities; to maintain a portfolio of evidence in support of CPD undertaken.
- To attend staff and multidisciplinary meetings, working closely with all other disciplines involved in breast care.
- To be aware of and participate in all Quality Management System (QMS) within the Department and participate in QMS audit.
- To participate in any local research activities, assist in the collection and analysis of statistical data together with the production of reports for journals and posters/papers at conferences.
- To be able to use the departmental radiology information computer system to register patients, to check results and appointments. To have a working knowledge of the National Breast Screening Computer System (NBSS) to facilitate involvement in the planning and scheduling of clinics.

- To be able to accurately use PACS to a standard that allows advanced use and basic troubleshooting.
- To relate to all manner of patients and clients with understanding and care, respecting their privacy and dignity to provide a caring and confidential service.
- To work as part of a team of mammographers and to help other mammographers when possible.
- To supervise mammography trainees, assistant practitioners, mammography associates and RDA's.
- To work as part of the departmental health care team and participate in Health promotion activities.
- To be responsible for the security and cleanliness of the Mobile and Static Units.
- To be competent in the use of all the mammography equipment and to report all equipment faults to the superintendent radiographer / QA radiographer.
- To undertake the departmental and Trust induction programme.
- To adhere to all Trust policies including the Health and Safety Regulations; COSHH Regulations; the Data Protection Act.
- To comply with all radiation protection policies such as IR(ME)R the Code of Practice for the Protection of Persons against Ionising Radiations arising from Medical and Dental use.
- To observe all manual handling criteria when:
    - moving patients from waiting areas into the x-ray rooms
    - positioning patients into the correct mammography position
- To demonstrate flexibility over working hours and cover the extended working day.
- To undertake any further relevant duties as required when requested by the Band 6/7 Radiographer, Superintendent Radiographer or Radiology Manager.
- Any other duties which are commensurate with the post and development of the service.

Education and Research

- To assist with the practical training of trainee radiographer mammographers and Mammography Associate Practitioners.
- To undertake and participate in clinical audit and research and to act on the findings where possible.
- To treat as confidential, all patient information obtained in the course of this post.

Communication

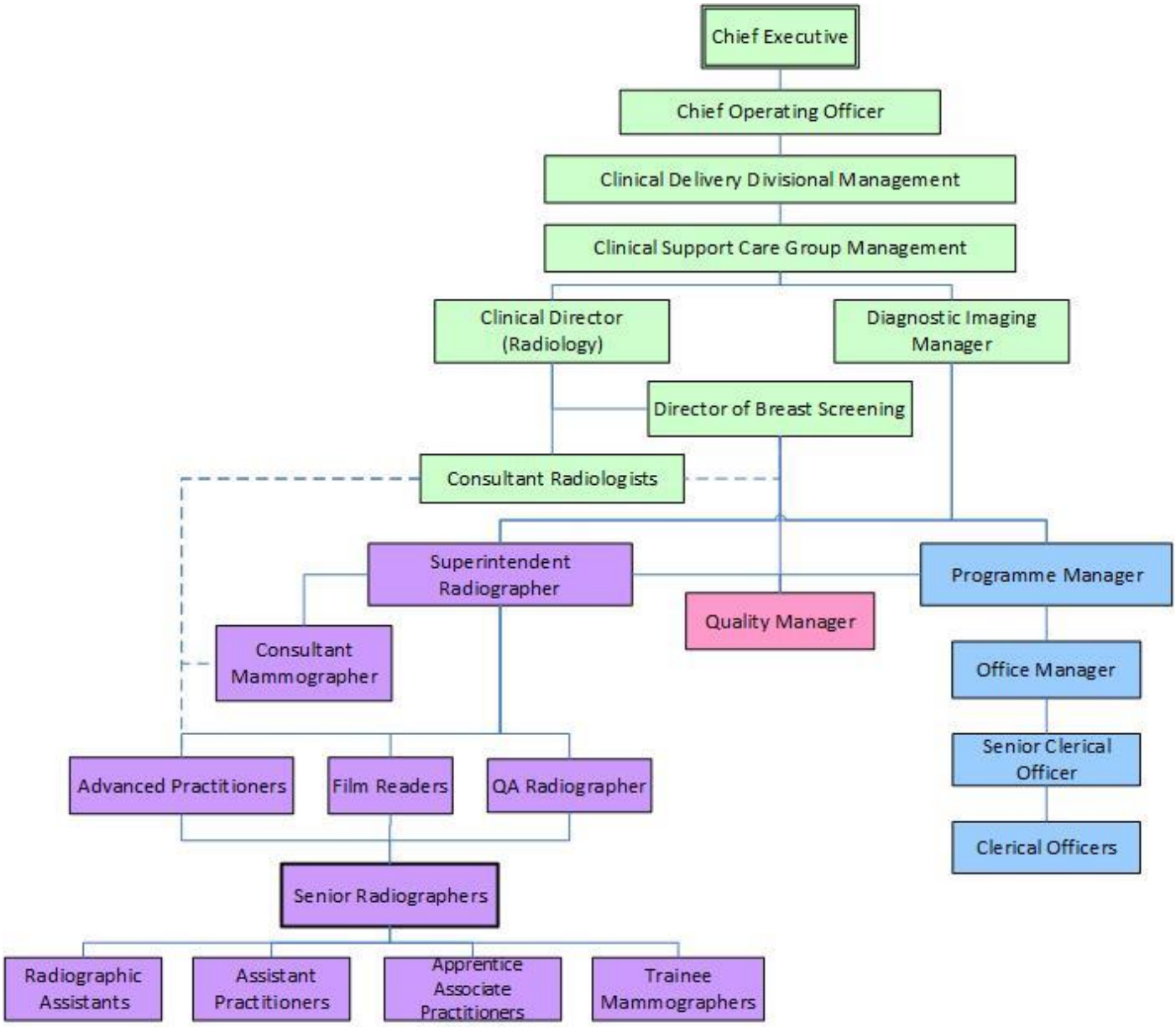
- To communicate effectively and appropriately, with all users of the service, across all age groups and abilities, observing confidentiality and information governance. This will include:
    - Patients, Carers & Relatives: to explain procedures, follow up procedures, radiation issues, appointments.
    - Radiologists: to discuss examination techniques, results and outcomes, appointments.
    - Other Health Care Professionals: to discuss breast imaging, diagnostic results procedure, radiation issues, appointments, service issues and problems.
    - Wards/Departments: on any issues involving patients; on any issue affecting the provision of the breast imaging service.

Physical Effort & Working Conditions

- The post holder will:
    - Have frequent use of VDU equipment.
    - Have regular exposure to distressing or emotional situations e.g. discovering cancers.
    - Have frequent exposure to body fluids e.g. blood, urine etc and infection risks and occasional exposure to fleas/lice.
    - Have occasional exposure to intoxicated, aggressive or abusive patients and relatives.

- Have daily exposure to unpredictable workload.
- Be required to position and manoeuvre patients and equipment on a daily basis. In any clinical situation, patients/clients may be ambulant, in a wheelchair or have mobility problems. Movement of wheelchairs over short distances is required throughout the working period.

Organisational Chart



Other

Shared Core Functions

- Proactively and positively contribute to the achievement of deliverables through individual and team effort. Manage the production of the required deliverables and control risks.
- Support team members to deliver on their functionally relevant objectives through offering advice, guidance and support as appropriate.
- Ensure that approved budgets are spent effectively and in accordance with agreed procedures.
- Liaise with Senior Professionals and related functions to ensure that work is neither overlooked nor duplicated.
- Build and sustain effective communications with other roles involved in the shared services, as required.
- Maintain and continuously improve specialist knowledge in an aspect of Health Service which significantly contributes to the Trust's stated objectives & aims.
- Establish and maintain strategic links with a range of external partners/stakeholders or manage the links made

through the team. Engage with external partners/stakeholders to gain their necessary level of contribution & commitment to the successful delivery of your work.

- Undertake proactive horizon scanning for either developments relating to Trust work or opportunities for Trust involvement around health issues.
- Increase the level of knowledge & skills within the Trust through documenting key learning and supporting others to develop their professional abilities.
- Disseminate knowledge through engagement in report writing and reviewing, taking full responsibility for technical accuracy and reliability, and being sensitive to the wider implications of that dissemination.
- Ensure that expertise is seen as a resource within and outside the Trust, and form working partnerships with government departments, national agencies and key stakeholders.
- Develop structures, systems, ways of working and personal values that will support the Trusts sustainable development objectives regarding issues such as Carbon reduction and waste minimization; encourage all stakeholders of the Trust to act as enthusiastic agents of change.

Other

Job Holders are required to:

- Maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff development and training.
- Always keep requirements in mind and seek out to improve, including achieving customer service performance targets.
- Adhere to Trust policies and procedures, e.g. Health and Safety at Work, Equal Opportunities, and No Smoking.
- Act in such a way that, at all times, the health and wellbeing of children and vulnerable adults is safeguarded. 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.
- Respect the confidentiality of all matters that they may learn relating to their employment and other members of staff. All staff are expected to respect and conform to the requirements of the Data Protection Act 1998, including the responsibility to ensure that personal data is accurate and kept up to date.

This job description does not purport to cover all aspects of the job holder's duties but is intended to be indicative of the main areas of responsibility.

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Person Specification

Qualifications

- Degree or Diploma in Radiography (diagnostic or therapeutic)
- Hold a current HCPC registration for radiographer
- Post graduate award in Mammography
- Female

Experience

Essential

- Post graduate experience
- Evidence or plans for CPD

Desirable

- Extended clinical role or management training

Skills & Knowledge

- High levels of concentration required
- Demonstrate co-ordination and sensory skills required for precise positioning of patients with narrow margin for error
- Speed and accuracy
- Understanding of current Ionising Radiation Regulations (2017) and Ionising Radiation (Medical Exposures) Regulations (2017)
- Demonstrate specialized keyboard skills required for image manipulation
- Professional Appearance
- Enthusiastic, positive and caring attitude

- Self-motivated
- Able to use initiative
- Flexible, punctual and reliable
- Able to handle stressful situations
- Confident manner
- Cheerful disposition
- Good communication skills
- Ability to stand for long periods of time and have the ability to bend
- Full driving licence with business use insurance
- Use of a car

Working Together For Patients with Compassion as One Team Always Improving

Strategic approach (clarity on objectives, clear on expectations)

Relationship building (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

Personal credibility (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

Passion to succeed (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

Harness performance through teams (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff , respect diversity)

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Print Name:

Date:

Signature: