NHS
Portsmouth Hospitals University
NHS Trust

Job Description

Title: Trainee Mammographer (Radiographer)Band:

Staff Group: Band 5

Reports to: Superintendent Radiographer- Breast Imaging

Job Purpose:

1) To undertake a structured training programme to develop the knowledge, skills and competencies required to become a qualified Mammographer within the NHS Breast Screening Programme (NHSBSP) and Breast Imaging Department.

2) To enrol on and successfully complete a Postgraduate Certificate (PgCert) in Mammography, commencing January/February 2027, alongside clinical training within the department.

3) To perform mammography examinations under the direct supervision of qualified Mammographers and Radiographers, progressing towards independent practice following successful completion of training and competency assessments.

4) To provide a high-quality, compassionate and patient-centred imaging service to women attending for breast screening, symptomatic assessment, surveillance and family history examinations.

5) To maintain HCPC registration and participate in continuing professional development throughout the training period.

Key Responsibilities

Clinical/Professional

- To undertake practical and academic training in mammography as part of the departmental training programme and PgCert in Mammography.
- To perform mammography examinations under supervision in accordance with NHSBSP standards, departmental protocols and professional guidance.
- To develop the skills required to produce high-quality mammographic images whilst minimising repeat examinations.
- To progressively achieve clinical competencies as determined by departmental training requirements and university course outcomes.
- To participate in image assessment sessions and educational activities to support professional development.
- To assist in the delivery of breast screening, symptomatic and surveillance services at Queen Alexandra Hospital and on the Mobile Breast Screening Unit.
- To ensure patients receive clear explanations regarding procedures and are treated with dignity, respect, compassion and sensitivity always.

- To maintain accurate patient records using departmental IT systems including PACS, RIS and, where appropriate, the National Breast Screening System (NBSS).
- To comply with IR(ME)R regulations, local rules and all radiation protection procedures.
- To report equipment faults or concerns to senior staff promptly.
- To participate in departmental quality assurance activities and audits as required.
- To undertake mandatory training and comply with all Trust policies and procedures.
- To maintain a portfolio of evidence to support academic and clinical competency requirements.
- To work flexibly across breast imaging services, including the static department and mobile screening unit as required.
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Education and Research

- To enrol on and successfully complete the PgCert in Mammography commencing January/February 2027.
- To attend all required university teaching sessions, clinical placements and assessments.
- To maintain satisfactory academic progression throughout the programme.
- To undertake self-directed learning and professional development activities.
- To develop knowledge of breast imaging techniques, quality standards and patient care.
- To contribute to audit, service improvement and evaluation activities as appropriate for a trainee role.

Communication

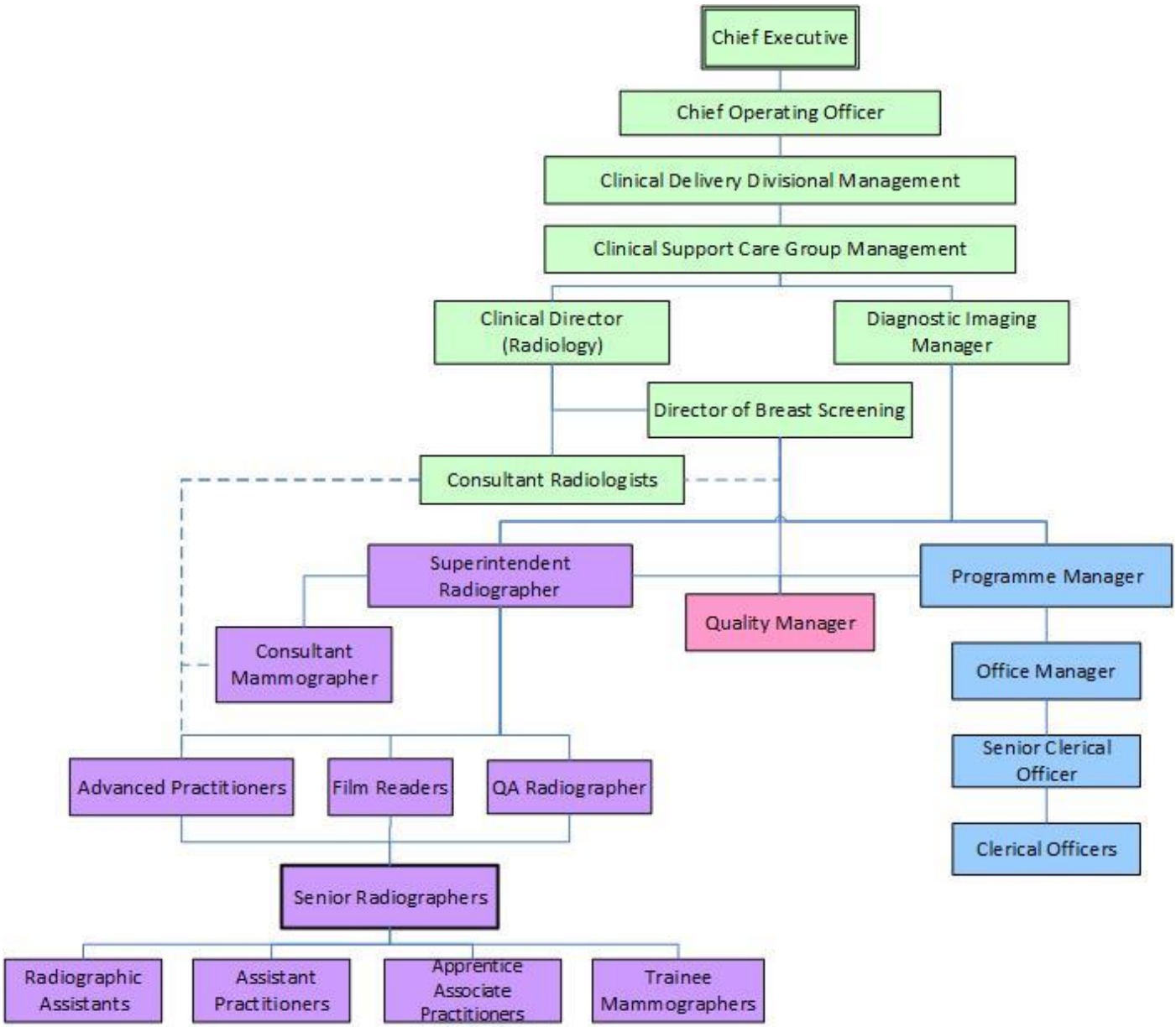
- To communicate effectively and sensitively with patients, carers and relatives, recognising that attendance for breast imaging may cause anxiety.
- To provide patients with clear explanations of mammography procedures and what to expect during their appointment.
- To work collaboratively with Mammographers, Radiologists, Advanced Practitioners, Breast Care Nurses and other healthcare professionals.
- To maintain confidentiality and comply with information governance requirements at all times.
- To communicate any concerns regarding patient care, imaging quality or service delivery to senior staff.

Physical Effort & Working Conditions

The post holder will:

- Have frequent use of computer systems and display screen equipment.
- Be required to stand for prolonged periods during mammography examinations.
- Frequently position patients and operate mammography equipment.
- Have exposure to patients who may be anxious, distressed or receiving significant news.
- Work in a busy environment with competing priorities and changing workloads.
- Occasionally work on the Mobile Breast Screening Unit.
- Be required to adhere to manual handling procedures when assisting patients.

Organisational Chart



Shared Core Functions

1. Proactively and positively contribute to the achievement of deliverables through individual and team effort. Manage the production of the required deliverables and control risks.
2. Support team members to deliver on their functionally relevant objectives through offering advice, guidance and support as appropriate.
3. Ensure that approved budgets are spent effectively and in accordance with agreed procedures.
4. Liaise with Senior Professionals and related functions to ensure that work is neither overlooked nor duplicated.

5. Build and sustain effective communications with other roles involved in the shared services, as required.
6. Maintain and continuously improve specialist knowledge in an aspect of Health Service which significantly contributes to the Trust's stated objectives & aims.
7. 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.
8. Undertake proactive horizon scanning for either developments relating to Trust work or opportunities for Trust involvement around health issues.
9. Increase the level of knowledge & skills within the Trust through documenting key learning and supporting others to develop their professional abilities.
10. 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.
11. 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.
12. 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:

1. 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.
2. Always keep requirements in mind and seek out to improve, including achieving customer service performance targets.
3. Adhere to Trust policies and procedures, e.g. Health and Safety at Work, Equal Opportunities, and No Smoking.
4. 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.
5. 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





Person Specification

Qualifications

- BSc (Hons) Diagnostic Radiography or Diploma in Radiography.
- Current HCPC registration as a Radiographer.
- Evidence of continuing professional development.
- Willingness and ability to undertake a PgCert in Mammography commencing Early 2027.

Experience

Essential

- Post-registration experience as a Diagnostic Radiographer.
- Experience of working effectively within a multidisciplinary healthcare team.
- Experience of delivering high standards of patient care.

Desirable

- Previous rotational radiography experience.
- Exposure to mammography or breast imaging services.

Skills & Knowledge

Essential

- Good interpersonal and communication skills.
- Ability to demonstrate empathy and professionalism when dealing with patients.
- Ability to work effectively both independently and as part of a team.
- Awareness of radiation protection principles and IR(ME)R regulations.

- Good organisational and time management skills.
- Ability to manage a demanding workload and maintain professional standards.
- Willingness to learn and undertake academic study.
- Professional appearance and positive attitude.
- Reliable, flexible and self-motivated.

Desirable

- Knowledge of NHS Breast Screening Programme standards.
- Experience using RIS, PACS or other radiology IT systems.
- Full UK driving licence and access to a vehicle for travel to mobile screening locations.

Development Pathway

This post is a developmental Band 5 position. The postholder will be expected to:

- Successfully enrol on the PgCert in Mammography commencing January/February 2027.
- Complete all academic and clinical competency requirements.
- Demonstrate progression towards independent mammography practice.
- Participate fully in departmental training, supervision and appraisal processes.
  Successful completion of the training programme, academic qualification and departmental competencies may provide opportunities to progress into a substantive Mammographer role, subject to service requirements and recruitment processes.

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)

Job holders are required to act in such a way that at all times the health and well being 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.

Print Name:

Date:

Signature: