

Job Description

Title: Senior Radiographer

Band: Band 6

Staff Group: AHP

Reports to: Superintendent Radiographer through department hierarchy

Job Purpose:

- Manage and be responsible for staff and resources within a designated clinical area. To supervise radiographers, students, apprentices, RDAs and APs up to a maximum of 25.
 - Conduct examinations across a range of clinical specialities upon a range of patient types, both 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 use discretion to work outside of departmental standards when clinical circumstances necessitate i.e. undertaking additional or specialist techniques and authorise others to do the same.
 - To use professional discretion and experience to ensure that clinical practice is carried out correctly, professionally and within the legal framework.
 - To support the service to function within budget.
 - To contribute to education, training, audit, and service improvement, supporting a culture of continuous learning and evidence-based practice.
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Key Responsibilities

Clinical

- Able to conduct and complete examinations across a range of general radiography, upon a range of patient types both as an autonomous practitioner and as part of a multi professional team, in a manner that meets professional, departmental and legal standards and requirements.
- Able to interpret clinicians requirements, to determine the appropriate radiographic technique and ensure that it is performed in accordance with best practice and that the resultant images are diagnostic
- Use discretion to work outside of departmental standards when clinical circumstances necessitate i.e. undertaking additional or specialist techniques.
- To independently assess each patient and adapt radiographic technique according to the needs of the patient.
- To check finished radiographs against accepted diagnostic standards, including patient details and to act appropriately according to findings.
- May offer a verbal opinion of the images taken by themselves or their colleagues and provide advice to other practitioners and clinicians if requested.
- To be able to use the departmental radiology information computer system to register patients, to check results and appointments.
- To be able to accurately use CR, DR and PACS to a standard that allows advanced use and basic troubleshooting.
- To relate to all manner of patients with understanding and care, respecting their privacy and dignity to provide a caring and confidential service.
- To manage their own workload and to help other radiographers when possible.

- To work as part of the departmental health care team.
- Participation in one of the out of hours rotas.
- To be competent in the use of all the X-ray equipment and to report all equipment faults to the superintendent radiographer / Band 7 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, IRR and 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 and handling patients and equipment in the department or around the hospital site.
- To be aware of and participate in all Quality Control procedures within the Department, including Quality Assurance testing for image quality and equipment safety, and to help with clinical audits within the Department.
- To undertake radiography at other hospitals within the trust if required.
- To undertake any further relevant duties as required when requested by the 7 Radiographer, Superintendent Radiographer or Radiology Manager.
- To attend when required, a Major Incident procedure whether real or simulated.

Professional

- To act as an independent radiographic practitioner, meeting the standards set within the Health and Care Professions Councils (HCPC) Standards of Conduct, Performance and Ethics.
- To use professional discretion and experience to ensure that clinical practice is carried out correctly, professionally and within the legal framework.
- To maintain own level of competence through continuing professional development through participation in internal and external development opportunities and to maintain a portfolio of evidence in support of CPD undertaken.
- To undertake and participate in clinical audit and research and to act on the findings where possible.
- To assist with the practical training of student radiographers, apprentices and Assistant Practitioners.
- To treat as confidential all patient information obtained in the course of this post.

Communication

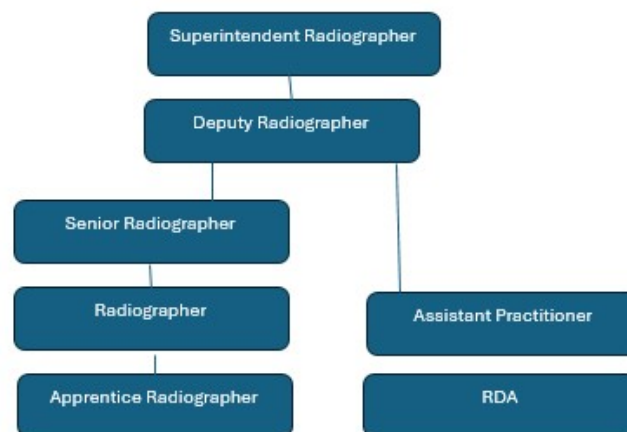
- To communicate effectively and appropriately, with all users of the service, across all age groups and abilities, observing confidentiality and information governance. This will include: -
 - Patients, Carers & Relatives: to explain procedures, pre and post care, to check allergies and other contra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

Physical Effort & Working Conditions

- The post holder will: -
 - Have frequent use of VDU equipment.

- Have regular exposure to distressing or emotional situations on a daily basis e.g. caring for terminally ill or badly injured patients, giving feedback of a negative nature to trainees.
- Have occasional exposure (few times per month) to highly distressing situations e.g. severe trauma cases, cardiac arrest, 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 may be ambulant, in a wheelchair, or on a bed or stretcher. Transfer to an X-ray couch is necessary. Movement of wheelchairs, stretchers/beds over short distances throughout the working period is required, as is the movement of heavy mobile equipment around the hospital wards and operating theatres.

Organisational Chart



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
- Liaison 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.
- Dissemination of 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 with regard to issues such as Carbon reduction and waste minimisation; and to 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 conform to the requirements of the Data Protection Act 2018, 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.

 <p>Management Essentials</p> <p>We are proud to offer a comprehensive development programme, Management Essentials, designed to equip staff with the skills and knowledge to become effective managers.</p> <p>This post has been identified as a role that will benefit from this training, and you will be able to enrol in both mandatory and, relevant, optional modules upon commencement with the Trust.</p> <p>Please click here for further information on the Management Essentials programme.</p>	 <p>Leadership Insights</p> <p>Additionally, our new leadership development programme, Leadership Insights, aims to help all newly promoted, existing and aspiring leaders, at every level at the Trust, to recognise, reflect and role model the core principles of people-centred leadership.</p> <p>If, this is of interest to you, you will be able to enrol upon commencement with the Trust.</p> <p>Please click here for further information on the Leadership Insights programme.</p>
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Person Specification

Qualifications

Essential

- BSc (Hons) degree or Diploma in Diagnostic Radiology
- Hold a current state registration certificate
- Have portfolio evidence of CPD

Desirable

- Minimum 18 months post graduate experience

Experience

Essential

- Post graduate experience
- Extended clinical role or management training

Desirable

- NHS experience

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

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: