

RADIOLOGY DEPARTMENT

CROSS SECTIONAL SPECIALIST RADIOGRAPHER (CT/MRI/SPECT)

BAND 7

JOB DESCRIPTION

JOB SUMMARY:

The post holder will be a Specialist Radiographer with senior responsibilities that facilitate day to day management of one of the three cross sectional imaging modalities (either Computed Tomography (CT), Magnetic Resonance Imaging (MRI) or Single Photon Emission Computed Tomography (SPECT) scanning) at the Princess Elizabeth Hospital, Guernsey.

The post holder will work beneath the radiology Cross Sectional Lead Radiographer to provide a high quality and patient focused scanning service in either CT/MRI or SPECT imaging. The department also operates a 24 hour CT on-call service and a limited MRI on call service will also be initiated in 2019. The cross sectional imaging team is steadily moving towards extended working days over Monday and to Friday and the post holder will be expected to participate in both extended day rota's and CT/MRI on-call.

Owners of this role will support the cross sectional imaging Lead Radiographer in providing specialist knowledge, skill and expertise within their area of responsibility to ensure effective and timely service provision. The post holder will be based predominantly within the post holder's delegated imaging modality but a degree of rotation within the other cross sectional imaging modalities will occur and training will be provided if required.

Responsibilities will include day to day management, specialist advice, training and supervision of junior staff and students, while working closely with the dedicated radiology nursing team, other HSC departments and HSC/MSG consultants.

RELATIONSHIPS:

- All members of staff within the cross sectional team.
- All levels of hospital staff, patients and members of the public, in particular
- Consultants, senior nursing and administrative staff.
- Practitioners from primary and secondary care.

MAIN DUTIES AND RESPONSIBILITIES:

Communication and relationship skills

- To communicate information concerning their specialist area to patients/clients, relatives and other professionals;
- To manage situations where the communication topic is extremely delicate, sensitive or controversial (EG: with service users, relatives).
- Be able to react dynamically to changes and operational issues which will present themselves frequently.
- To undertake formal lectures, presentations to large groups when required concerning his/her own specialism.
- To investigate untoward events and communicating analysis with senior HSC colleagues and directly to service users.
- To participate in the planned clinical audit/education sessions performed in the department.
- Must act as the Radiation Protection Supervisor (RPS) for CT and SPECT-CT, liaising with other departmental RPS and the Radiation Protection Advisor (RPA) in Southampton.

Knowledge, Training and Experience

- Diploma of the College of Radiographers (DCR(r)) or Bachelor of Science in Diagnostic radiography
- Significant post graduate experience in CT &/or MRI &/or SPECT
- State registration with Health Care Professions Council (HCPC)
- Minimum 5 years post qualification experience
- Evidence of Continual Professional Development (CPD)
- Evidence of attendance on short courses and study days to underpin knowledge development

Analytical and Judgemental skills

- Must possess skills for accurately assessing a range of complex, acute and other patient conditions so as to tailor diagnostic scanning protocols which take into account the optimization of the diagnostic images gained.
- Must handle complicated situations made up of several components, which may be conflicting or where some information is unavailable.
- Must be responsible to stream workflows to the correct clinicians and prioritise patients clinically based on clinical need.

Planning and Organisational skills

- The post holder is responsible for organising the daily workload
- Must ensure appropriate skill mix and training support for those staff performing CT/MRI duties; juggling case mix and urgency of workload ensuring the department provides a timely service.
- This is a complex task requiring balancing of service needs with the training needs of the staff within the unit.

Physical Skills

- The post holder performs complex examinations on expensive equipment with minimal margin for potential error.
- The post holder will have developed/highly developed physical skills for manipulation of objects (imaging equipment) and people with narrow margins for error where accuracy is vital.
- They are required to manipulate fine tools/materials to a high degree of precision i.e. position of patients and CT/MRI/SPECT equipment for imaging and insertion of intravenous cannula and administration of medicines in accordance with department protocols.

Responsibility for Patient/Client Care

- Provides a specialist and tailored service which contributes to diagnosis, care or treatment. Is expected to work closely with Consultants, referrers and other key health professionals to induce multidisciplinary teamwork on safe and effective care for patients with complex needs.

****Nuclear Medicine Specialist role only***

- To be fully aware of the potential hazards of working with radio-isotopes and radio-pharmaceuticals, making sure
- To ensure that patients of childbearing age are neither pregnant or breast feeding prior to the injection of the radiopharmaceutical.

Responsibility for Policy/Service Development

- Participates in reviews of work practices which impact on service delivery to patients/clients and other specialities.
- Makes sure that all protocols are compliant with IRMER (2017)
- Deliver the service to comply with Key Performance Indicators (such as projects, programs, products and other initiatives and progress toward strategic goals such as the MSG secondary care contract) Produce quarterly and annual reports for the service, including information about qualitative and quantitative benefits delivered.
- Accurate control and management of the departmental performance (KPI's) leading to compliance with the MSG Secondary Care Contract.
- Familiar and compliant with the MHRA (Medicines and Healthcare products Regulatory Agency), COSHH (Care of Substances Hazardous to Health) and PUWER (Provision and Use of Work Equipment Regulations) regulations and assessments concerning the cross sectional department.
- Must physically and equally contribute to the CT/MRI on-call rota.

****Nuclear Medicine Specialist role only***

- Must be familiar with the safety guidelines issued by the Administration of Radioactive Substances Advisory Committee (ARSAC) and the Medicines (Administration of Radioactive Substances) Regulations (MARS) 1978, New Notes for Guidance on the Clinical Administration of Radio-pharmaceuticals and Use of Sealed Radioactive Sources (2006) and IRMER (2017)

Responsibility for Financial and Physical Resources

- Monitor stock levels of consumables.
- Responsible for patients' valuables and security of goods and equipment.
- Responsible for safe use of expensive, specialist highly complex equipment
- Reporting equipment faults to ensure continued service and minimise downtime

Responsibility for Human Resources

- To promote and facilitate the development of a learning environment, encourage reflective practice and enable continuous improvement of the service by devising and implementing specialist training programmes for staff that support professional and personal development.
- Provide mentoring a, motivation and training for junior staff and students in line with unit requirements and in conjunction with the lead Cross Sectional Radiographer and other modality specialists.

Responsibility for information resources

- Record and manage sensitive patient data quickly and accurately using radiology IT and HSC systems.
- Frequent requirement to use computer software to develop or create statistical reports (HSS CRIS, Microsoft Office).
- Compliant with the Data Protection (Bailiwick of Guernsey Law), 2017.

Responsibilities for Research and Development

- The post holder must regularly participate in research and development activities and audit the work within this department.

Freedom to Act

- The post holder will work within broad occupational policies, interpret guidelines and ensure all standards are met.

Working conditions

- Potential exposure to ionising radiation
- Exposed to body fluids, some of which may be of high risk
- Exposed to COSHH regulated chemicals
- Potential exposure to aggressive clients/relatives
- Extensive use of a visual display unit (VDU)
- Frequent requirement to exert intense physical effort when moving and handling inanimate objects such as radiography equipment and x-ray supplies or unpredictable weights such as patients in wheelchairs, trolleys or beds and between chair and x-ray machine, where there is a potential for falling.
- Frequent requirement for concentration where the work pattern is unpredictable. There can be frequent interruptions where a change to a planned activity is required; also occasional periods of intense concentration during clinical caseload and occasionally highly distressing circumstances.
- Night time working.

- Works with patients with cancer, terminal or debilitating illnesses, major trauma and often dealing with their relatives/carers in a reassuring, calm and supportive way.
- Frequent exposure to unpleasant body odours; body fluids, wounds, infections, (such as fungating tumours and other pathological occurrences) that demand a controlled and professional attitude.

KEY CRITERIA:

MINIMUM QUALIFICATIONS

- BSc (Hons) Radiography. DCR (R). Or accepted international equivalent.
- Post Graduate MSc level qualifications and experience related to cross sectional Imaging.
- Minimum of 5 years' experience at AFC band 6 or above (or equivalent) in cross sectional imaging
- HCPC registration with no pending investigations
- Society of Radiographers (SoR) membership

FULL QUALIFICATIONS

- Previous managerial experience
- Master's Degree related to Imaging

KEY COMPETENCIES:

Evidence for suitability in the role will be measured via a mixture of application form including CV (**A**), interview (**I**) and presentation (**P**).

Experience	Measure	Requirement
Broad experience in cross sectional Imaging (CT and MRI)	A, I	E
Previous managerial experience.	A, I	E
Exposure to specialist and complex procedures.	A, I	E
Previous involvement in project managing	A, I	D

Physical Requirements	Measure	Requirement
Health Clearance from Occupational Health for the role specified		E
Ability to accurately and competently position patients for all imaging procedures	I	E
Ability to implement all radiographic procedures	I	D

Skills and Knowledge	Measure	Requirement
Ability to work within the Princess Elizabeth Hospital framework	A, I	E
Able to work under own initiative	I	E
Ability to make decisions	I	E
Organisational skills	I	E
Ability and interest in teaching/training	I	E
Up to date technical knowledge	I	E
Ability to undertake primary diagnosis from acquired images	I	E

Ability to use specialist equipment	I	E
A good understanding and demonstration of Customer Service standards	I	E
Committed to supervise junior staff including students when applicable	I	E
Strong ability to manage a team	I	E
Leadership skills	I	E
Able to use of IT to principles and Law of patient confidentiality	A, I	E
IV Cannulation competency	A, I	E
Awareness of worldwide developments in best practice, potentially to be used in PEH	I	D
Willingness to participate in departmental service development	I	E
Willingness to extend role	I	D

Personal qualities	Measure	Requirement
Maintain professional image	I	E
Excellent communication and interpersonal skills; may need to communicate sensitive or complex information to all types of patients.	I	E
Ability to work under pressure and flexibly as part of a team	I	E
Well motivated	I	E
Committed to high standards	I	E
Assiduous at work and punctual	I	E
Ability to plan and prioritise work	I	E
Adaptable and Flexible	I	E
Willing to learn new skills	I	D
Able to work professionally with patients concerning a variety of illnesses in all conditions	I	E
Previous experience of communicating in difficult circumstances	I	D
Proven ability to deputise for members of the Radiology Team	I	E
Awareness of total quality concept	I	E
Interest in developing the service	I	E