



REPORTING RADIOGRAPHER (ADVANCED PRACTITIONER) INFORMATION FOR CANDIDATES

ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

Our Vision:

“To provide excellent care for the communities we serve”

Our Values:



OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

COLLEAGUE BENEFITS

GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

HEALTH AND WELLBEING

PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

LEARNING AND DEVELOPMENT

COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job



JOB DESCRIPTION

Job Title	Reporting Radiographer (Advanced Practitioner)
Band	7
Directorate	Clinical Support Services
Accountable to	Consultant Radiographer
DBS Required?	Yes

JOB OVERVIEW

- The primary purpose of the role is to carry out general modality imaging reporting in a supervised capacity until signed off for autonomous practice.
- Undertake image interpretation and reporting using highly specialist knowledge of the pathology and differential diagnoses for MSK and chest and abdomen Imaging.
- Provide high quality, comprehensively written reports.
- Maintain general modality Imaging skills and competency including any other areas of clinical expertise.
- Independently prioritise patients and organise the workload from a variety of referral pathways to meet the needs of the service.
- Directly provide practical training, supervision and assessment of under-graduates, postgraduates and radiology registrars in training.
- Participate in research, audit, and CPD.
- To actively participate in the organisation of CPD lectures.

- To participate in the Radiology 7-day rota.
- To promote best practice, education, and delivery of standards.

Education and training.

- Educated to degree level or equivalent: DCR(R) or BSc in Diagnostic Radiography plus a Masters level qualification in image reporting or undertake training if required.
- Extensive practical experience supported by CPD and /or further supplementary specialist training.
- Develop a high level of specialist knowledge of bony and soft tissue pathology to allow accurate diagnosis of disease and normal variances that occur.
- Must be computer literate with good IT skills to input and retrieve data, collate information and confidently use e-mail and internet services.
- To maintain expectations regarding statutory and mandatory training.
- Responsible for Networking with other Reporting Advanced Practitioners.

Professional

- Current HCPC registration.
- Be accountable for own professional activities using a high degree of autonomy within the limitation of personal expertise and skills.
- Produce independent reports with differential diagnosis where appropriate.
- Maintain fitness to practise within the Professional Code of Conduct and through CPD.
- Be capable of working within a pressurised environment and manage unpredictable workloads and patient demands.
- Work well within a multi-disciplinary team.
- Use mentorship to ensure high quality radiographs are maintained through the department.
- Undertake reject analysis and provide feedback through the Radiology governance meetings and process.
- Undertake on-going peer audit as agreed by the Protocol for Reporting Radiographers.

Clinical

- Produce reports on the radiological findings of MSK and chest and abdomen.
- To always maintain patients' dignity and confidentiality.
- To possess excellent communication skills.
- Be aware of the individuals needs and be able to communicate effectively with patients and their relatives.
- Communicate the reason for examinations, the limitations, potential side effects and the aftercare.
- Advocate best practice in clinical areas.

Technical

- Competent in the use of diagnostic imaging equipment.
- Support in the education and training of the wider team and trainees.
- Contribute to quality assurance programmes.
- Adhere to the Trust IRMER Procedures and Ionising Radiation Local Rules.
- To supervise the work and standards of other professionals and trainees within Radiology.
- To be competent and accurate with the inputting of any patient information and reports onto the Radiology systems.

Managerial/ Organisational/ Leadership

- Act as supervising radiographer to staff in training and support the education and development of the wider team.
- Develop and promote good working relationships between the multidisciplinary teams.
- Ensure compliance with IRMER procedure B regarding the justification and authorisation of imaging requests.
- To support in the management of complaints.
- To attend meetings as required and feedback the information to the other staff
- To assist with administrative tasks, such as prepare staff rotas as required.
- To actively participate in the organisation of CPD lectures.

Governance

- To adhere to Trust and departmental policies and Standard operating procedures (SOPs).
- Report all incidents in line with Trust Policy (DATIX).
- Support in the dissemination of learning from incidents.
- Take responsibility for the provision of suitably recorded reports and images in line with data protection legislation.

General

- Undertake and maintain competence in general radiography in all areas, wards and theatres.
- Participate in the 7 day rotas, including bank holidays and out of hours duties where required.
- Undertake any reasonable duty that may arise which will assist the smooth running of the Radiology Service.
- Wear the uniform in line with Trust Policy and promote the Radiology Centre in a positive manner at all times.
- The post holder will receive an annual appraisal.
- Attend meetings beneficial to the service or its users.
- Attend courses, lectures and in-service training as required by the post and to ensure Continuous Professional Development.



PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.

QUALIFICATIONS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • BSc (Hons) Diagnostic Radiography or equivalent. • Current HCPC registration. • Post Grad Cert Image Reporting 	<ul style="list-style-type: none"> • Post Grad Dip Image Reporting • MSc

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Extensive post qualification experience in radiography. • Demonstration of competence Image Reporting (Audit) • IR(ME)R 2017 • IRR17 Regulations 	<ul style="list-style-type: none"> • Demonstrated experience in leadership

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Ability to undertake Post graduate study including self-directed learning as required. • Good communication skills • Capable of using PACS and the Radiology Information System • Be involved with clinical instruction (after induction) • Ability to prioritise workload • IT literate 	<ul style="list-style-type: none"> •

GENERAL CONDITIONS

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

HEALTH & SAFETY

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

INFECTION PREVENTION AND CONTROL (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

INFORMATION GOVERNANCE AND CYBER SECURITY

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.
- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

PROFESSIONAL STANDARDS AND PERFORMANCE REVIEW

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse.

As an employee of the Trust, you have a responsibility to ensure that:

- you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines
- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role

SOCIAL RESPONSIBILITY

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

CONTINUOUS IMPROVEMENT

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

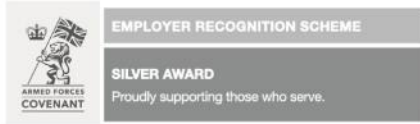
The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

NO SMOKING POLICY

The Trust is a no smoking/e-cigarette/vaping organisation except for designated external areas, in accordance with Trust Policy.

MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.





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The Princess Royal Hospital

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Address:

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Apley Castle

Telford

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Getting to The Princess Royal Hospital