



# SUPERINTENDER RADIOGRAPHER NUCLEAR MEDICINE

## 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

Salary sacrifice schemes for home electronics and bikes

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

<b>Job Title</b>	<b>Superintendent Radiographer Nuclear Medicine</b>
<b>Band</b>	<b>7</b>
<b>Directorate</b>	<b>Service Delivery Directorate</b>
<b>Accountable to</b>	<b>Lead Superintendent Radiographer</b>
<b>DBS Required?</b>	<b>Enhanced</b>

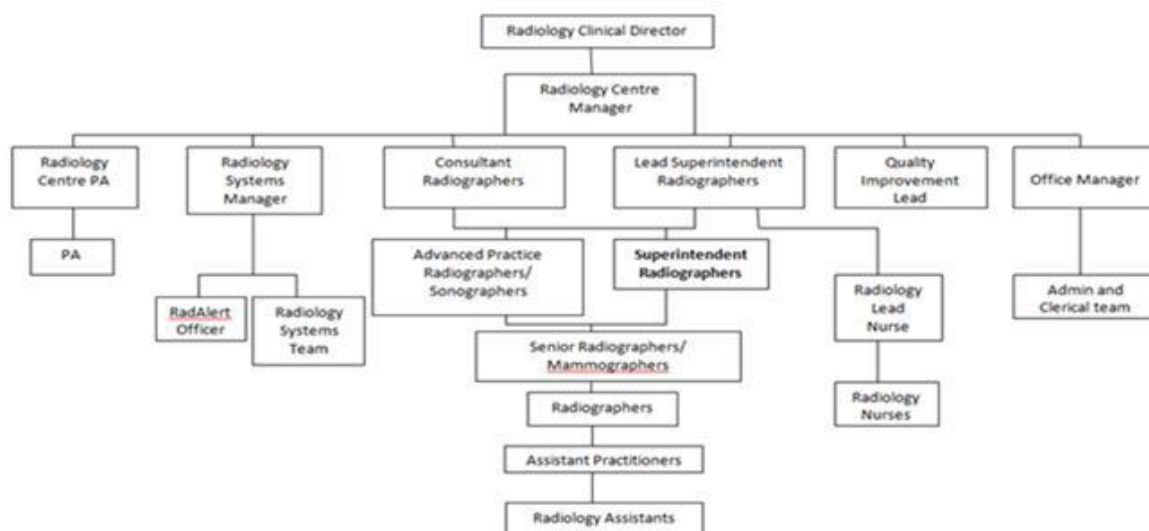
## JOB OVERVIEW

To support in the operational management of the Nuclear Medicine Imaging Department working closely with and under the direct guidance of the Lead Superintendent Radiographer. The post will be responsible for the provision of a Nuclear Medicine service at both acute sites. This includes:

- Undertake daily management of the Nuclear Medicine service across all sites.
- Sharing their in-depth knowledge obtained from experience and post graduate training in all aspects of Nuclear Medicine
- To have an understanding, be able to implement any supporting documentation to manage legislation related to the use of ionising radiation in the Nuclear Medicine department (Ionising Radiation Medical Exposure Regulations 17 (IRMER 17) and Ionising Radiation Regulations 17 (IRR17))

- To ensure that all documentation meets legislative requirements.
- To continually develop the Nuclear Medicine service using evidence-based practice.
- To oversee the training, development and maintaining of competence for the Nuclear Medicine team, including trainees.
- To liaise closely with the Superintendent Radiographers, Advanced Practice team and Radiologists SaTH to develop and maintain an efficient cross site service for stakeholders.
- To support in the facilitation of optimisation of patient pathways in conjunction with the Radiology Management team.
- To actively participate in all clinical components of the roster
- To consistently demonstrate leadership skills in line with the Trust Values

## ORGANISATIONAL POSITION



## MAIN DUTIES AND RESPONSIBILITIES

- To participate in all aspects of Nuclear Medicine.
- To demonstrate expertise and specialist knowledge of technique, radiation protection involved in the production of consistent high-quality imaging.
- To support in the development and embedding into practice protocols and guidelines ensuring consistency in service provision.
- To support in the management and development of the SaTH Radiology Centre to provide a quality service by utilising resources in an efficient and safe manner.
- To demonstrate skills obtained via management qualifications or be willing to undertake training in post to be able to achieve this.
- To consistently demonstrate leadership skills in line with the Trust values.
- To manage the day-to-day provision of the Nuclear Medicine team.
- To be able to constantly adapt staffing and service provision to the demands of the workload.
- To understand, implement and support in the documentation to manage legislation related to the use of ionising radiation in the Nuclear Medicine department (Ionising Radiation Medical Exposure Regulations 17 (IRMER 17) and Ionising Radiation Regulations 17 (IRR17)).
- To develop and promote the Radiology Centre focusing on quality of service and optimising patient pathway within the service provision available.
- To supervise and train Radiographers and students in all aspects of Nuclear Medicine.
- To be responsible facilitating safe working practices in line with IRR17.
- To act as liaison between Consultant Radiologist and clinical teams to improve image quality.
- To operate as a non-medical referrer in line with trust protocols and agreed scope of practice.
- To manage resources efficiently.
- To be accountable to the Lead Superintendent for the direct delivery of the Nuclear medicine service.
- To act as Radiation Protection Supervisor for Nuclear Medicine.
- To have in depth knowledge and support in the correct implementation of Trust and Radiology Centre policies and procedures.
- To maintain records to:
  - ensure safe operation of equipment
  - record staff training and competence
  - ensure compliance with regulatory bodies e.g.: Environment Agency.
  - Record activity
- To maintain the equipment performance and take relevant corrective action if faults are noted.
- To carry out staff appraisals and monitor sickness absence according to Trust policy.
- To assist in the recruitment of new staff for the Nuclear Medicine team.
- To respond to verbal complaints from patients or carers.

- To participate in departmental audits.
- To liaise with clinical teams to ensure effective communication and multi-disciplinary working.
- To actively contribute to the overall business plan for the Radiology centre – identifying staff and resource requirements and forward planning to meet these.
- To actively participate in the governance requirements and assurance for the Nuclear Medicine team including risk management, incident investigation and documentation.
- To actively support in the consistent implementation of Trust Human Resources Policies.
- To support and advise the Nuclear Medicine team of core Human Resources and other Trust Policies.
- Maintaining personal Continued Professional development and Code of Conduct in line with the Health Care Professionals Council (HCPC) and Society of radiographer (SoR) expectations.
- Support Radiology Centre Manager and Lead Superintendent in the commissioning of new services and equipment, including all aspects of radiation protection and service delivery.
- Support service delivery across both acute sites.

## SYSTEMS AND EQUIPMENT

Need to use:

- Radiology information system
- Patient information system
- Nuclear Medicine Gamma Camera and supporting Equipment
- Patient resuscitation equipment
- Patient handling and moving equipment (manual and motorised)
- All equipment that may come with a patient from the ward
- Quality Assurance equipment and programmes
- Image archiving devices
- Trust IT systems

## DECISIONS AND FREEDOM TO ACT

- Maintain the day to day running of the Nuclear medicine Department without direct supervision in line with Trust and departmental policies and procedures
- Make decisions on patient and staffing management to maintain smooth running of the work lists and patient care
- Write and implement protocols and guidelines applicable to Nuclear medicine, in consultation with the Lead Superintendent Radiographer
- Manage the work pattern for Radiographers, Assistant Practitioners, Students and Assistants in the Nuclear Medicine department
- Equipment management and maintenance



## COMMUNICATION AND RELATIONSHIPS

- Work closely with the Lead Superintendent Radiographers at SaTH to provide consistency in service and quality cross site
- Liaise with all staff in the Radiology Centre
- Liaise with all service users of the Radiology Department
- Liaise with all staff in the Trust to maintain the service to patients and other staff
- To deal with verbal complaints and patients/carers concerns
- Be able to deal sympathetically with all patients especially the young, elderly and those with learning difficulties

## PHYSICAL, MENTAL AND EMOTIONAL DEMANDS

- Frequent and repetitive moving and positioning of heavy X-ray equipment
- Pushing of trolleys, beds and wheelchairs
- As a radiographer a high level of concentration is required every day to obtain the optimum x-ray image, particularly when the department is very busy
- Meet deadlines
- Respond to daily problems in the department which cause frequent interruptions to the working day
- Emotional demands when dealing with seriously ill ward patients and their relatives
- Contact with verbally aggressive patients
- Dealing with staff personal problems with empathy and understanding
- Empathy for both patients and relatives.
- Frequent distressing situations, working with the terminally ill, and road accident victims.
- Dealing with difficult and distressed patients and their emotional feelings
- Dealing with children and patients with learning difficulties.
- Producing images of diagnostic quality on difficult patients who are both physically and emotionally traumatised.

## WORKING CONDITIONS

- Working in an environment that is potentially hazardous if safe systems of work are NOT practised in line with IRR17
- Have to deal with unpleasant bodily fluids and odours daily
- Dealing with difficult and distressed patients and their relatives
- Dealing with children and patients with learning difficulties
- Have to be aware of and deal with infectious diseases



## 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"> <li>• BSc or Equivalent in Diagnostic Radiography</li> <li>• Current HCPC Registration</li> <li>• Evidence of continuing CPD</li> </ul>	<ul style="list-style-type: none"> <li>• Post graduate Clinical Qualification – Nuclear Medicine</li> <li>• Radiation Protection Supervisor</li> </ul>

# EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Comprehensive experience at Band 6 or above in all aspects of Nuclear Medicine</li> <li>• Experience in leading a team</li> <li>• Having worked or trained in an NHS Hospital</li> <li>• Comprehensive knowledge of legislation relating to ionising radiation (IRR17/IRMER17) with specific reference to Nuclear Medicine</li> <li>• In depth knowledge of both the theory and practice of Nuclear Medicine Imaging</li> </ul>	<ul style="list-style-type: none"> <li>• Planning and commissioning of new equipment.</li> <li>• Knowledge of legislation relating to management of a team/ service (e.g. Health and Safety Law, HR policies) with specific reference to Nuclear medicine</li> <li>• Experience in risk management.</li> </ul>

## SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Team leadership and motivation.</li> <li>• Demonstrable experience in organisational skills.</li> <li>• Mentorship and training.</li> </ul>	

## OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Demonstrates alignment to Trust values.</li> <li>• Current Visa to work in the UK</li> </ul>	

## 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

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 Trust's 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

There is a no smoking policy in operation within the Trust. Smoking within the Trust's premises or within the Trust's grounds is not permitted.

## 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.







## The Royal Shrewsbury Hospital

Telephone: 01743 261000

Minicom: 01743 261213

Address:

The Royal Shrewsbury Hospital

Mytton Oak Road

Shrewsbury

SY3 8XQ

Getting to The Royal Shrewsbury Hospital

## The Princess Royal Hospital

Telephone: 01952 641222

Minicom: 01952 641222 Ext: 4995

Address:

The Princess Royal Hospital

Apley Castle

Telford

TF1 6TF

Getting to The Princess Royal Hospital