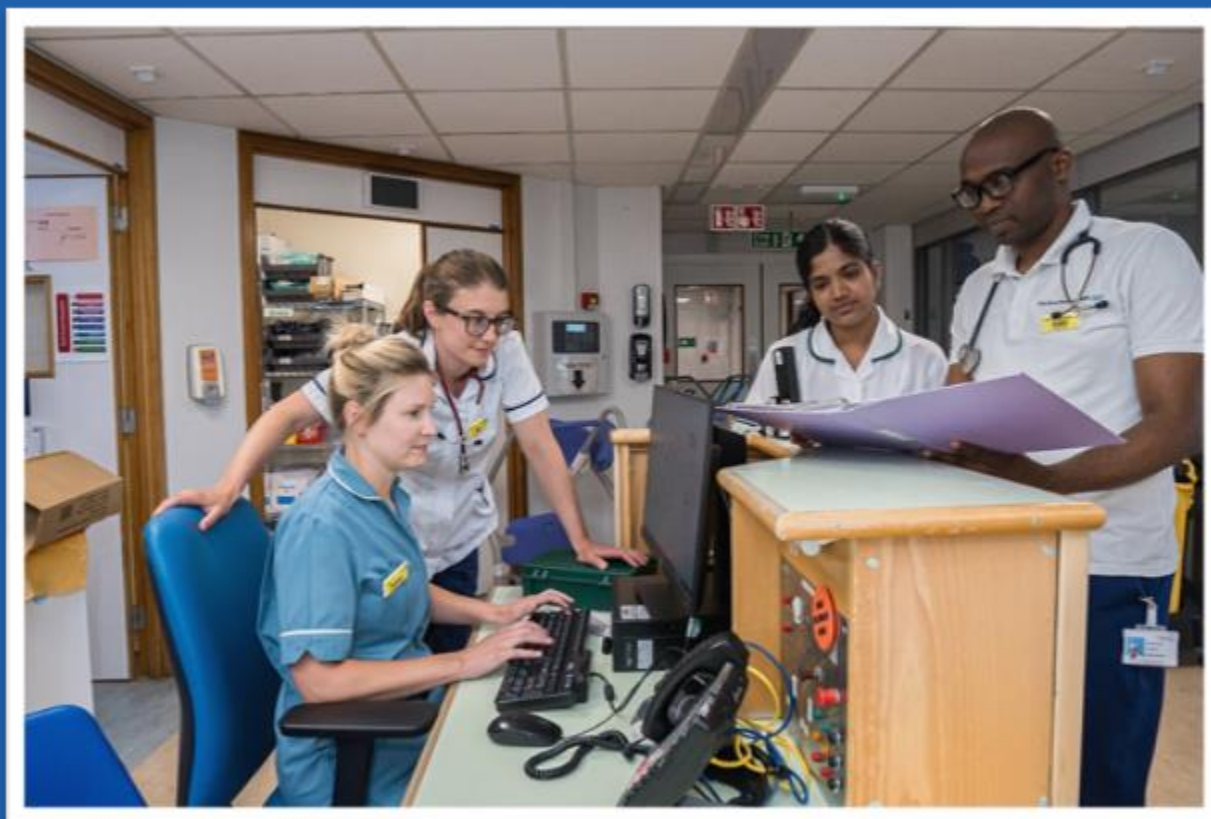


# Consultant Radiographer Candidate Pack



# Colleague Benefits

## General

- 27 days annual leave entitlement, 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
- 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
- Salary sacrifice schemes
- Generous pension scheme
- Access to a financial support booklet
- Pre-retirement courses
- Free Will writing service
- Savings and Loan schemes

## Learning and Development

- Coaching and Mentoring
- Leadership Academy – leadership and management training for all staff
- Access to E-Learning courses
- Apprenticeships – growing number of apprenticeship opportunities across all disciplines
- Secondment and acting up opportunities
- Support to complete qualifications whilst on the job

## Wellbeing

- Coaching
- Mental Health First Aiders
- Chaplaincy
- Fast track physiotherapy service
- Free eye test vouchers
- Slimming World referral scheme
- Cervical screening service
- Long Covid support
- Access to wellbeing/rest rooms
- Menopause support
- Men's Health forms and MOT
- Discounts with local gyms



# Poppy's Promise

Poppy's Promise is a compassionate care initiative introduced within this Trust to enhance communication, respect and empathy across every aspect of patient care.

The initiative was founded by Katie Russell, following the loss of her daughter Poppy, who tragically died at just twelve hours old due to failures in care and communication. Born from that experience, Poppy's Promise serves as a powerful reminder that while clinical skill saves lives, it is compassion, listening and respect that define the quality of care and human connection. By embedding this promise across our organisation, we ensure that no patient or family ever feels unseen, unheard, or uncared for.

Poppy's Promise is a five-stage framework that supports NHS staff to provide compassionate, consistent and patient-centred care. It aims to create a culture where empathy and communication are prioritised at every level – from education and recruitment to daily patient interactions.

At the heart of the initiative lies the C.A.R.E. framework, which outlines four guiding principles for staff to follow. The CARE principles form the foundation of Poppy's Promise. They describe the behaviours, attitudes and values that underpin every interaction – between staff and patients, staff and families, and colleagues with one another.

CARE is not an additional task. It is how care is delivered.

## C.A.R.E. Meaning and Practice

**Compassion** - Demonstrate genuine kindness, empathy and humanity in every interaction. Compassion means recognising the emotional as well as the physical needs of patients, families and colleagues, and responding with care, patience and understanding. Small acts of compassion can have a lasting impact.

**Acknowledge** - Actively listen and be fully present. Use eye contact, names and open body language, and acknowledge the individual's feelings, concerns and lived experience. Every person should feel seen, heard and taken seriously.

**Respect** - Treat everyone with dignity, honesty and fairness at all times. Respect individual differences, personal circumstances and lived experience. Trust is built through respectful behaviour, consistency and integrity.

**Empower** - Enable people to be active participants in their care and work. Communicate clearly, encourage questions and shared decision-making, and ensure patients, families and colleagues feel informed, confident and included. Poppy's Promise is more than a framework - it represents a cultural shift towards human-centred care. By adopting these principles, we:

- Strengthen trust and communication between staff and patients
- Reduce avoidable harm through better understanding and listening
- Improve patient experience and staff wellbeing
- Foster a culture of openness, empathy and shared responsibility

Every member of staff has a role to play in bringing Poppy's Promise to life. Whether you are clinical, administrative or support staff, compassion and communication are part of everyone's role.

### **In daily practice, you can:**

- Take a moment before entering a patient's space - centre yourself, focus on the person, not the task
- Use clear, respectful and kind language
- Listen without interruption and acknowledge emotions expressed
- Be honest and transparent, even when conversations are difficult
- Reflect after interactions - consider how your approach made the patient or family feel

### **All staff within the Trust are expected to:**

- Uphold the values of Poppy's Promise in all patient and colleague interactions
- Attend any training, workshops or refreshers provided as part of the initiative
- Support colleagues in modelling compassionate behaviours
- Raise concerns constructively when communication or respect fall short
- Reflect these principles in both professional and personal conduct within the workplace

Together, we can make every interaction an opportunity to care, listen and make a difference.

That is Poppy's Promise.

## Job Summary

*\*\*This summary has been generated using AI to provide a clear and accessible overview of the role. It is intended to support candidates who may find the full job description harder to read, such as those who are neurodiverse, have learning disabilities or lower literacy levels. Our goal is to make the application process more accessible and inclusive for everyone.\*\**

- The role involves helping to find and diagnose breast problems using advanced imaging skills, working across both Shrewsbury and Telford hospital sites
- You will work on your own to make important clinical decisions and support patients with clear, kind communication, even when the news is difficult.
- You will be part of the breast care team, sharing expert advice and helping improve how the service works.
- You will teach and guide other staff, helping them learn new skills and keeping training up to date.
- You will take part in research and service development to make breast imaging safer, faster and better for patients.
- You will use hospital IT systems, keep accurate records and help make sure national breast screening standards are met.

## Job Description

<b>Job title:</b>	Consultant Radiographer
<b>Grade:</b>	8c Annex 21
<b>Site:</b>	The Royal Shrewsbury Hospital
<b>Accountable to:</b>	Lead-Superintendent Radiographer
<b>DBS required:</b>	Yes

## Main Duties

The post-holder will be expected to provide and facilitate an expert level of care in breast imaging services. They will exercise the highest degree of professional autonomy enabling and embedding values based practice across pathways, services, organisations and systems, working in partnership with individuals and teams. This extends beyond developing expertise in professional practice and independent decision-making within complex and unpredictable contexts. They will demonstrate expertise and evidence informed practice.

Work collaboratively with colleagues delivering a seamless continuity of service for the NHS Breast Screening Programme and symptomatic breast services at Shrewsbury and Telford Hospital NHS Trust

Liaise with colleagues regarding annual leave and during times of increased workload, ensuring clinical workload commitments are covered to maintain continuity of service in both the screening and symptomatic services

Clinical duties will be undertaken at both the Royal Shrewsbury Hospital, Shrewsbury, and the Princess Royal Hospital, Telford. As such, the post-holder must have a current driving licence and access to private transport.

This post requires extremely high levels of clinical judgement involving frequent periods of intense concentration, utilising a significant amount of physical, emotional and intellectual resourcefulness in managing patients, equipment and external influences.

The post is structured around the core domains of consultant practice requiring the post-holder to demonstrate involvement in, and contribute towards:-

- Expert clinical practice
- Leadership
- Education and training
- Practice development and research

## Clinical Practice

- Provide an exceptionally high level of expertise in the specialist clinical field of imaging in relation to management and diagnosis of breast diseases in both the screening and symptomatic environment. This will require the use of highly advanced clinical skills, to the level of a Consultant Radiologist, providing expert consultancy patient-centred care
- Provide and facilitate an expert level of care to patients presenting with, or at risk from, breast cancer and other breast diseases, including the assessment and diagnosis of patients. To advise on the role and appropriateness of further complex imaging such as MRI or CT in the evaluation and workup of breast problems
- To exercise the highest degree of professional autonomy in the decision making process, assimilating highly complex facts or situations that require analysis and interpretation of data, leading to the implementation of an appropriate management strategy for the patient.
- To work totally autonomously in day to day practice being professionally accountable and legally liable for their acts and omissions as an independent clinical practitioner. This may on occasion require deviation from standard practice whilst working within national and departmental guidelines
- To create and develop protocols of care and design patient care pathways, aiming to provide examples of best practice within the Trust to be disseminated across the region and nationally; Provide clinical expertise, consultancy and professional education as part of a multi-disciplinary approach to patient care
- Work in collaboration with the MDT, and involve users of the service, to ensure continuous improvement in patient care; Present and discuss difficult, highly complicated cases which do not have clear differentiating features to indicate

benign or malignant disease at the MDT. Discuss and evaluate the most appropriate, ethical course of action required to further investigate and provide a diagnosis and further management

- Operate within existing guidelines and work both autonomously and closely with the Consultant colleagues, to provide seamless breast imaging services at both clinical sites;
- Manage their own caseload working entirely unsupervised during symptomatic and screening assessment clinics, prioritising workload combining clinical and administrative work
- Use the highest level of interpersonal skills to communicate complex, sensitive and distressing information to patients, clients and their relatives in a professional manner at all times
- Be responsible for reassuring and independently discharging patients from NHSBSP assessment clinics
- Perform ultrasound and stereo-guided interventional procedures including, tumour marker clip insertions, wire localisations, cyst aspirations, FNA and axillary node biopsies, using all types of ultrasound and X-ray equipment within the Breast Imaging Department. A great deal of manual dexterity is required and excellent hand-eye coordination in order to obtain representative samples and avoid any sampling error and damage to adjacent structures, as a lesion may only be several millimetres in size
- Independently interpret and diagnose screening and symptomatic mammograms and be able to describe images, suggest diagnosis and suggest histological investigation as appropriate
- Interpret a minimum of 5,000 screening mammograms per annum as a film-reader, according to local and national protocols and in line with NHSBSP requirements
- Participate in the unit's double reading protocol and to participate in arbitration/consensus sessions
- Participate in the unit interval cancer reviews
- Act as arbitrator in cases where there is uncertainty as to whether a patient should be recalled for further investigation
- Direct the imaging work up in two week wait clinics and the assessment of women recalled from the NHSBSP according to all guidance and quality standards. This will involve concurrent use of mammographic interpretation, ultrasound investigation and invasive biopsy skills in conjunction with excellent abilities in patient communication and support
- Use highly skilled professional judgement to determine the most appropriate course of action for patient centred care on a case-by-case basis; incorporating information from the wider context (including CT, MRI, PET).

## Leadership

- Facilitate workplace cultures that are person centred, safe, effective and good places to work through enabling collective leadership that embeds shared values in workplace systems and networks
- Contribute to discussions within the Trust on service developments
- Acts as a role model promoting high quality, person-centred, compassionate relationships, translating shared values for patients resulting in safe, effective, care/services are delivered by all
- Provide specialist knowledge and advice to senior medical staff, patients, carers and other members of the breast team including imaging colleagues
- Demonstrate expert knowledge in mammography for both symptomatic and screening environments acting as a source of reference for colleagues
- A core member of the multi-disciplinary team, presenting both their own and colleagues' caseload, and will contribute to the clinical decision-making process regarding patient-centred treatment
- Use knowledge and clinical reasoning skills to determine appropriateness of referrals and breast imaging requests and guide and direct appropriate imaging requirements
- Engage with other clinicians across professions in the development and advancement of innovative practice
- Engage with the planning and organisation of a broad range of complex issues and components in order to formulate plans and strategies to implement improved service delivery and staff development
- Active participation on national forums and share best practice, advising and proposing policy changes or service development at a local, regional and national level
- Continually assess, monitor and report clinical risk and challenge own and others' practice.

## Education and training

- Have attended an approved Advanced Communications Skills Course and be able to discuss diagnoses of breast cancer with patients and be able to break bad news
- Encourage the development of, and provide expert assistance to junior colleagues and act as a role model to all members of staff.
- Teach junior medical staff and specialist radiology trainees and to organise suitable educational experiences within the breast unit for medical and other health professional students
- Train health professionals in advanced mammography practice

- Develop clinical protocols for breast imaging and interventional procedures that are evidence-based and up to date
- Be a HCPC registered practitioner authorised under IR(ME)R responsible for the justification and authorisation of medical exposures to ionising radiation.
- Consistently adhere to the Health Professions Council and the Society of Radiographers Code of Professional Conduct, local Trust policies, national and local protocols and guidelines, and be actively involved in clinical supervision and peer review
- Demonstrate knowledge of current breast issues in all aspects of breast disease and its management, leading on the implementation of new and innovative technologies
- Continue education and self-development, including regular reviews of performance and a high level of critical self-awareness through robust audit process
- Develop specialist training and educational programmes for the mammographic staff, covering new developments in breast imaging
- Share professional knowledge and expertise through formal and informal teaching using various methods of delivery
- Undertake annual performance review and develop personal development plans for consultant practice
- Promote a reflective, questioning approach to clinical practice and support the use of clinical supervision to enhance the quality of patient care
- Provide inter-professional support and education within the speciality for staff of all disciplines studying at undergraduate and post-graduate levels
- Help others to develop and deliver appropriate strategies to meet the educational needs of patients, and monitor and evaluate the effectiveness of these strategies
- To develop and bring strategic direction within breast imaging in order to continually improve services, modernise the clinical team and facilitate the achieving of National targets.

## **Practice development and research**

- Take a leading role in research, development and audit and be responsible for the implementation of evidence-based practice within breast imaging
- Take part in regular client satisfaction surveys and participate in regional QARC audits and visit
- Participate in national film-reading QA performance (PERFORMS) audits and other CPD activities
- Support and work with the Director of Breast Screening to participate in, and seek opportunities for, research projects, working in collaboration with colleagues in relevant academic establishments regarding radiographic and/or inter-professional research
- Examine and develop research and evidence-based practice to support clinical effectiveness within breast imaging

- Participate in further development and evaluation of Consultant Radiographer posts locally and nationally
- Contribute towards integration of the screening, assessment and symptomatic services with due regard to the importance of communication in a split-site service
- Actively disseminate experiences through professional and academic publications and major national conference proceedings
- Contribute to the development of integrated care pathways relating to the care of patients with breast problems requiring breast imaging
- Present and publish results of such research both locally and nationally.

## Operational

- Liaise with the Lead Superintendent Radiographer with matters relating to the day to day departmental activity
- Contribute to the strategic and operational development of the breast imaging service within the Trust, working closely with all relevant interested parties, e.g. breast surgery
- Assist in the development of the annual business plan and training plan for the service, taking into account national strategy for the NHSBSP and Trust strategy for both the breast screening and breast symptomatic services
- Work with the regional breast QA team (SQAS) to monitor the service and implement actions
- Be an active member of the Breast Screening Programme Board, attending quarterly meetings to monitor performance and plan future strategy
- Attend Radiology Governance meetings, contributing to the development of policies and pathways and governance issues such as complaints and risk management
- Work with the Director of Breast Screening and the Programme Manager in formulating policies and protocols; providing evidence, monitoring and reviewing against relevant national standards in order to influence their development
- Be familiar with and comply with all Trust and Radiology/Breast Imaging policies and procedures and ensure adherence by all members of the team.

## Technical

- The post-holder will:
- be fully competent with the operation of all appropriate imaging equipment within the department and responsible for its safe use by the post-holder and other members of staff;
- participate in ultrasound and X-ray equipment evaluation, testing and quality assurance, providing relevant feedback to Shrewsbury and Telford Hospital NHS Trust;

- be fully competent with the operation of all additional equipment within the department, e.g. suction, oxygen, manual handling devices;
- actively participate in all aspects of the NHSBSP QA programme, follow national guidelines and meet all specific NHSBSP quality targets.

## Administration / IT

The post-holder will be expected to:

- Be competent in the use of Trust IT systems eg Microsoft Office, NBSS, CRIS, PACS, SemaHelix, Revie
- ensure patient/client confidentiality is maintained at all times in accordance with NHSBSP and Trust policy
- complete all hand written records accurately and legibly and in a timely fashion
- make appropriate referrals to hospitals in other Trusts as necessary.
- be responsible for entering clinical data directly and to maintain accurate records for audit purposes.

## Person Specification

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• DCR or BSc (Hons) Radiography</li> <li>• Certificate of Competence in Mammography/ Postgraduate in Mammography (or equivalent)</li> <li>• HCPC State-Registered Radiographer</li> <li>• Day to day supervision of junior staff</li> </ul>	<ul style="list-style-type: none"> <li>• Post-graduate qualification in Mammography Image Interpretation</li> <li>• Post-graduate qualification in Breast Ultrasound</li> <li>• Post-graduate qualification in Image-Guided Breast Interventional Procedures</li> <li>• MSc in Advanced Medical Imaging (or equivalent)</li> <li>• Advanced communication Skills Course</li> <li>• Delivery of formal and informal presentations to</li> </ul>

		<p>a wide range of audiences</p> <ul style="list-style-type: none"> <li>• Experience of presenting and publishing data and material for journals, meetings, conferences and events</li> <li>• Participation in individual performance review of junior colleagues</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• High standard of clinical skills</li> <li>• IT competent: Microsoft Office, NBSS, PACS</li> <li>• Comprehensive up-to-date CPD portfolio</li> <li>• Teaching and supervision of students and trainees</li> </ul>	<ul style="list-style-type: none"> <li>• Specialist expertise underpinned by theory and extensive practical experience in all areas – breast ultrasound, intervention and image interpretation</li> <li>• Participation in PERFORMS</li> <li>• Must be able to make judgements on a wide variety of complex clinical and operational issues</li> <li>• Experience with Radiology software</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>• Proven experience of research/audit at high level</li> <li>• Broad and specialist knowledge of the National Breast Screening service</li> <li>• Evidence of utilising judgement in terms of patient pathways</li> <li>• IR(ME)R Regulations</li> <li>• Health and Safety</li> <li>• Information Governance &amp; Confidentiality</li> <li>• Proficient in reading, writing and note-taking using the English language</li> <li>• Handwriting must be legible and concise</li> <li>• Able to maintain accurate patient records according to Trust policy</li> </ul>	<ul style="list-style-type: none"> <li>• Advanced specialist knowledge across a range of procedures and practices within Breast Imaging that is underpinned by theoretical study at Masters level</li> <li>• Experience of presenting training and audit to large groups</li> </ul>

	<ul style="list-style-type: none"> <li>• Able to communicate complex, sensitive information requiring empathy and reassurance, removing barriers to understanding</li> <li>• Able to communicate face-to-face, by telephone and e-mail</li> <li>• Able to communicate with all grades of staff, e.g. support staff, radiologists and management</li> <li>• Participation in individual performance review</li> </ul>	
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## 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;
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to;
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

## Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. 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;
- 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 staff;
- 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;
- 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. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- **Confidentiality and Security** - Your attention is drawn to the confidential and sensitive 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** - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. 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. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face 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 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;
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates;
- participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

## Safeguarding Children and Vulnerable Adults

We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.

- 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.

## NHS Sexual Safety Charter

The Trust is committed to ensuring that all employees work in an environment that is safe, inclusive, and free from sexual misconduct, harassment, and discrimination. As a signatory to the NHS Sexual Safety Charter, the Trust upholds a zero-tolerance approach to sexual harassment and supports anyone affected by inappropriate behaviour. In accordance with the Workers Protection (Amendment of Equality Act 2010) Act 2023, the Trust has a statutory duty to take reasonable steps to prevent sexual harassment of its employees. All staff, are required to treat others with dignity

and respect at all times and to cooperate with Trust policies, procedures and training designed to maintain a culture of safety, professionalism, and mutual respect.

## **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 aims 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.

To support this, we have developed the SaTH Improvement Method, a structured approach to change that provides practical tools and techniques to help you understand what success looks like with clear aims, enables you to measure progress and plan meaningful improvements.

You won't be doing this alone. Whether you're new to improvement or already leading change, the Improvement Hub is here to guide you with expert advice, hands-on support, and a wide range of training opportunities to help you grow and thrive throughout your time at SaTH whilst making improvements in your area of work. Join us in shaping a culture of continuous improvement, where every colleague is supported to make a difference.

## **Equal opportunities and diversity**

The Shrewsbury and Telford Hospital NHS Trust is an Equal Opportunities Employer, fully committed to fostering an inclusive workplace where all staff feel valued and able to thrive. We believe that a diverse workforce, reflective of our community, is essential for delivering the best patient care.

We will not discriminate against any job applicant or colleague based on any protected characteristic, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, ethnic or national origin), religion or belief, sex, or sexual orientation. Selection for appointment, training, development, and promotion will be based purely on merit and the individual's ability to meet the role requirements.

As a post-holder, you have a personal responsibility to uphold the Trust's commitment to equality by treating all colleagues and patients with respect and

dignity. You must actively support measures introduced to ensure equality of opportunity and will not discriminate, harass, or bully others, or condone such behaviour.

