

DIAGNOSTIC RADIOGRAPHER – NUCLEAR MEDICINE

Candidate Pack



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.

This role involves carrying out nuclear medicine scans safely and to a high standard, following all radiation rules and guidelines.

It includes giving patients radioactive medicines, checking their details, keeping them safe, and explaining what will happen during their visit.

You will help manage the daily workload in the Nuclear Medicine suite, keeping patient care, privacy and accuracy at the centre of your work.

The job requires using specialist imaging equipment, judging image quality, and keeping all records and safety checks up to date.

You will support senior staff, help guide junior colleagues and students, and work closely with doctors, nurses and other teams.

The role also involves handling challenging situations with care, staying calm under pressure, and keeping the working environment safe for everyone.

Job Description

Job title:	Diagnostic Radiographer – Nuclear Medicine
Grade:	6
Site:	The Royal Shrewsbury Hospital
Accountable to:	Lead Superintendent Radiographer
DBS required:	Yes – Enhanced

Job overview

- To undertake Nuclear medicine examinations as an operator in accordance with IR(ME)R 2017.
- To 'Authorise under protocol' medical exposures using the Department's IR(ME)R authorisation protocols and own experience to ensure a safe effective nuclear medicine service to all patients.
- To produce high quality diagnostic imaging whilst keeping the radiation dose as low as reasonably practicable.
- To manage a workload of patients whilst maintaining a high standard of care to all patients and staff. To support and assist the Band 7 Superintendent

Radiographer. Deputise for the Band 7 Superintendent Radiographer, when required.

- To comply with Trust, Departmental, Health and Safety and Data protection policies. To maintain patient's privacy and confidentiality at all times.
- To help provide the day-to-day service of the Nuclear Medicine suite. Capable of working autonomously.
- To help organise the flow of patients through the suite whilst maintaining a high standard of care to all patients and staff.
- To use radiopharmaceuticals, both diagnostic (following intravenous cannulation) and therapeutic (oral administration), using the examination guidelines and own experience to ensure a safe, effective service to all patients.

Scope and Range

- To carry out Nuclear Medicine examinations and diagnostic imaging to the required standard.
- To assist in the control of the workload of the Nuclear Medicine suite, including the booking and sending out of patient appointments. Also, to relay advice to patients with queries regarding their appointments.
- To be responsible for radiation protection of patients, carers and other staff during Nuclear Medicine procedures, working within the Local Rules.
- To carry out the Equipment Quality Assurance Programme for the Nuclear Medicine suite.
- To ensure that any faults with the equipment are reported to the Superintendent Radiographer and repair is organised.
- To ensure patient records are up-to-date and that accuracy is maintained.
- To give clinical instruction and teaching to students (which is un-remunerated) and junior radiographers.
- To maintain the continuity and efficiency of the Department when the Superintendent Radiographer is absent.

Main duties and responsibilities

- Deputise for the Superintendent Radiographer, when required.
- Accept responsibility for the patient in their care during their time in the Nuclear Medicine suite whilst ensuring the safe and correct use of a highly expensive gamma camera used for imaging.
- Comply with the Trust's policies and procedures and propose changes to procedures within the Department.
- Authorise medical exposures using protocols, own knowledge and experience to ensure a safe and effective nuclear medicine service.
- Cannulate veins and administer radiopharmaceuticals intravenously, in accordance with protocols and guidelines.
- Undertake Nuclear Medicine examinations as an Operator in accordance with the Ionising Radiation (Medical Exposures) Regulations 2017.

- Professionally judge the quality of the images produced and assess if they provide the relevant information for forming a diagnostic report of that examination.
- Request appropriate X-rays (using guidelines and protocols) following imaging of the patient to enable a more diagnostic report to be made.
- Experienced in and practice all radiation protection procedures.
- Advise any non-radiographic staff within the suite on radiation protection. Assess and manage a workload of patients whilst maintaining a high standard of imaging and care of the patients.
- Maintain associated records including paper and IT records to comply with appropriate regulations and Department procedures.
- Ensure all equipment is used correctly and any faults or concerns are reported to the Superintendent Radiographer.
- Supervise radiographers, assistants and students. Teach student radiographers (un-remunerated) and radiographers as required.
- Support the Superintendent Radiographers and Band 7 Radiographers.
- Liaise with all Trust staff at all levels as required. Carry out audit projects as required.
- Maintain knowledge and update skills as require
- Maintain a safe working environment within the suite for staff and patients and ensure that any faults are corrected.
- Ensure the correct disposal of any clinical sharps and clinical waste, including radioactive waste.
- Be familiar with the Trust procedures for medical emergencies.
- Comply with Trust, Departmental, Health and Safety, and Data Protection policies.
- Encourage and support the principles of clinical governance and to carry out Departmental quality assurance programmes.
- Be familiar with all equipment in the Nuclear Medicine suite, including the gamma camera, the nuclear medicine computer system, the quality assurance equipment and the Computerised Radiology Information System, beds, trolleys and wheelchairs, patient handling/moving equipment (manual and motorised), oxygen cylinders and patient archiving systems.
- Have knowledge of the site and location of patient resuscitation equipment, fire alarms and fire fighting equipment and all equipment that may come attached to a patient from the Ward, e.g. IV infusion pumps, catheter bags.

Systems and equipment

- The postholder will be required to use the following equipment:-
Symbia
Pro-specta and all associated accessories
Quality Assurance devices
PACS and CR systems
Computerised radiology information systems

Computerised hospital patient information systems
Beds, trolleys and wheelchairs
Patient handling/movement equipment (manual and motorised)
Oxygen cylinders.

Also – To have knowledge of:

The site and location of patient resuscitation equipment, Equipment that may come attached to a patient from the Ward, e.g. IV infusion pumps and catheter bags

Decisions, Judgements And Freedom To Act

- The postholder is required to: Assist in the management of the workload and staff of the suite and deal with emergency requests
- Supervise junior colleagues and students
- Care for patients, carers, visitors and relatives during their visit to the Department
- Co-ordinate with other radiographers in the Department to maximise activity
- Deal with any request that cannot be authorised under IR(ME)R 2000
- Authorise under protocol requests for Nuclear Medicine examinations using Department guidelines and protocols
- Discuss with and advise referring clinicians if a nuclear medicine request is deemed inappropriate for the patient's condition
- Professionally judge the quality of the image and assess if it provide the relevant information
- Request appropriate x-rays (using written guidelines and protocols) following imaging of the patient to enable a more diagnostic report to be made
- Liaise with Consultant Radiologists if further examination is thought to be required.

Communication And Relationships

The postholder is required to –

Liaise with:

- Consultants and medical staff in all specialities in the Trust
- All Radiology Department staff, ie Radiologists, Superintendents, Band 7/6 Radiographers, students nurses, assistants, clerical and domestic staff, all hospital staff, patients, patient relatives and visitors, staff from other trusts.
- Communicate patient related information which is a highly complex and sensitive nature to Consultant Radiologists within the Department
- Confirm with the patient (or carer if patient not capable) their identity, clinical problem and any previous attendance to Radiology.
- Check pregnancy status of those with childbearing potential.
- Gain patient's (or guardian's if patient not able to) consent for the examination.

- Give information about and instruction during the examination. Ensure the patient receives advice about the “aftercare” they must adhere to.
- Explain to relatives, parents, guardians and carers the nature of the examination and any assistance required.
- Discuss and communicate with other staff in the Department on a professional level.
- Liaise with other departments as to what examination and aftercare patients are having when visiting the Department

Physical, Mental And Emotional Demands Of The Post

Mental Demands

- Deal daily with a demanding and often unpredictable workloads, to be able to change planned activities in response to variance in staffing levels, patients’ needs and extra time required for further imaging of some patients to provide a more diagnostic examination.
- Work quickly and skilfully to produce the best image with the appropriate radiation dose, whilst maintaining a high standard of patient care.
- Cannulate veins on often difficult patients, e.g. children, post-chemo patients where venous access is compromised, needle phobics and substance abuse users.
- Verbal and direct physical contact with all patients.
- Always consider patient confidentiality.
- High level of concentration for long periods during procedures that demand a high degree of precision and accuracy using complex computer guided imaging equipment.
- Concentration is needed for the positioning of patients, image acquisition factors, viewing of images and associated administrative duties.
- Constant interruption of concentration by telephone and visiting staff. Prioritising workload and demands for examinations.
- Providing guidance and information for supervised staff.
- Providing guidance and information for other staff in the Trust on Radiology procedures.

Physical Demands

- Accuracy and dexterity are needed to position patients’ mechanical aids, e.g. hoists, trolleys are used several times for short periods.
- Dexterity whilst cannulating veins.
- Positioning, manoeuvring of patients.
- Moving and positioning of very heavy nuclear medicine equipment for each patient (collimators etc).
- Moving and positioning of static and mobile imaging equipment.
- Manoeuvring of beds, trolleys and wheelchairs.
- Emotional Demands Empathy for both patients and relatives.

- Frequent highly distressing situations, e.g. working with the terminally ill, child abuse victims, where there are barriers to understanding, e.g. cases when English is the patient's second language etc.
- Frequently dealing with patients who may or may not already know they have a terminal disease.
- Frequently dealing with difficult and distressed patients.
- Dealing with children.
- Dealing with patients with learning difficulties and physical disabilities.
- Frequently producing images of diagnostic quality on difficult patients who are both physically and emotionally traumatised.

Working Conditions

- Injecting patients with a radioactive isotope and the presenting hazards associated with this, e.g. radiation hazard and bio-hazard.
- Dealing with bodily fluids (which may be radioactive) and odours daily.
- Verbal and physical aggression occasionally.
- Regular contact with confused, angry, "difficult" and upset patients.
- Awareness of and dealing with infectious diseases.
- Dealing with radioactive waste daily. Dealing with radioactive contamination as it occurs

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Diploma/BSc in Radiography, or equivalent. • Current HCPC, AHCS or RCT registration. 	<ul style="list-style-type: none"> • Certificate of competence in IV injections. • Post Graduate Diploma in Nuclear Medicine or equivalent
Experience and knowledge	<ul style="list-style-type: none"> • A broad spectrum of experience working in radionuclide imaging. • Evidence of leadership and management skills • Previous experience of working/training in an NHS hospital. • Evidence of continued 	<ul style="list-style-type: none"> • Evidence of leadership and management skills

	<p>professional development.</p> <ul style="list-style-type: none"> • IR(ME)R 2017 • IRR 17 • COSHH • Computer literacy • Legislation and guidance with manufacture and preparation of radionuclides. • Legislation regarding administration, storage and disposal of radioactivity and decontamination techniques where necessary. 	
Skills	<ul style="list-style-type: none"> • Good communicator • Trained as Radiation Protection Supervisor • Able to participate in clinical work within the Nuclear Medicine department. • Able to assess how to communicate with people with a range of needs. • Able to assess patient conditions. • Fault reporting • Responsible for Departmental induction of new staff. • Capable of using PACS and the Radiology Information System 	<ul style="list-style-type: none"> • Example • Example • Example

	<ul style="list-style-type: none"> • Able to prioritise workload and manage/supervise area of work • Supervision of new staff • Mentoring students • Able to meet the KSF standards for Band 6 grade • Be aware of the instigation of risk assessments and QA within the Department 	
Other	<ul style="list-style-type: none"> • Capable of moving Radiology equipment and positioning patients • Able to practice as an autonomous professional, exercising their own professional judgement • Initiate resolution of problems and exercise personal initiative 	

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 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.

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.

