



DIAGNOSTIC 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

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	Diagnostic Radiographer – Nuclear Medicine
Band	6
Directorate	Clinical Support Services
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 is 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.

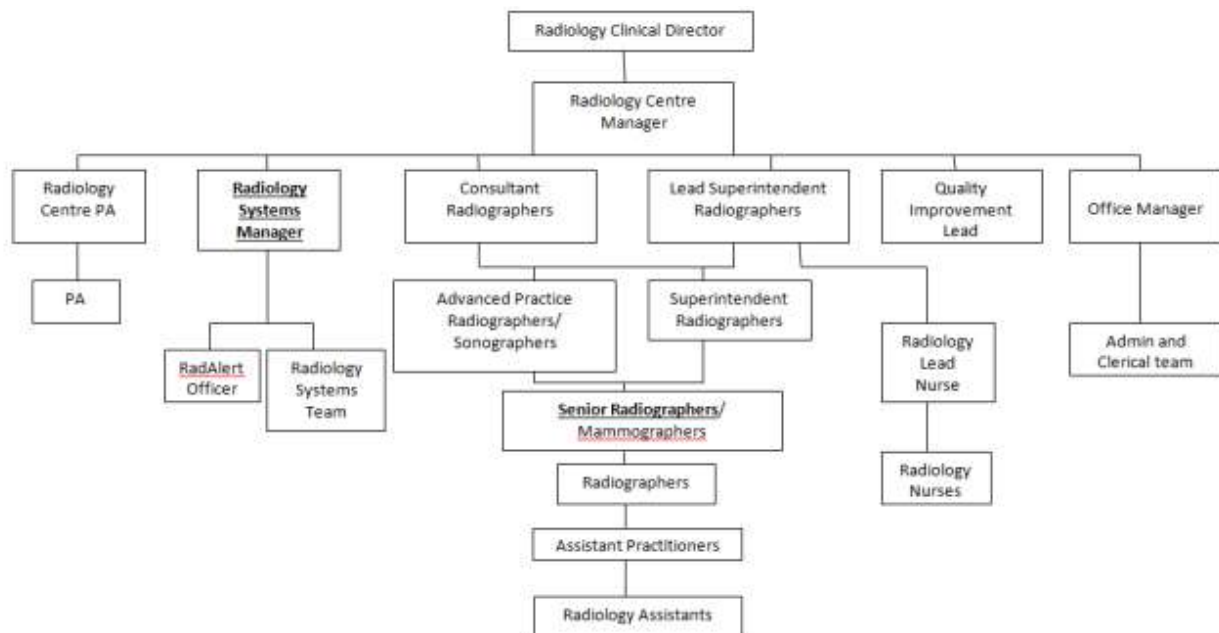
To help provide the day-to-day service of the Nuclear Medicine suite.

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.

ORGANISATIONAL POSITION



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 OF THE POSTHOLDER

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 required.

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 parents 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.

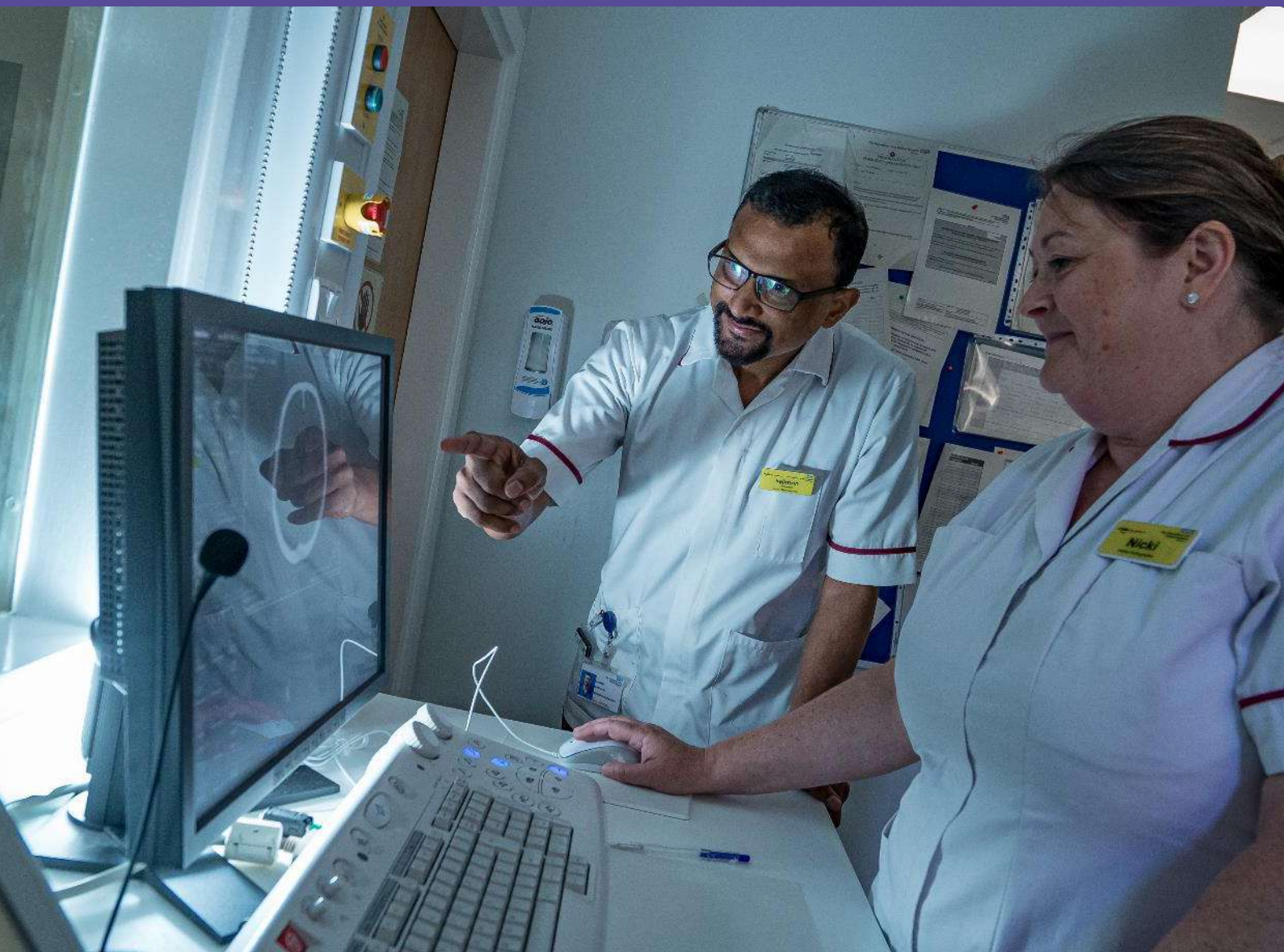
Verbal and physical aggression occasionally.

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

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"> • 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

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • A broad spectrum of experience working in radionuclide imaging. • Previous experience of working/ training in an NHS hospital. • Evidence of continued professional development. • IR(ME)R 2017 • IRR 17 • IRR99 • 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. 	<ul style="list-style-type: none"> • Evidence of leadership and management skills

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Good communicator • 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 • 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 	<ul style="list-style-type: none"> • Trained as Radiation Protection Supervisor

OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none">• Capable of moving Radiology equipment and positioning patients• Team player• Able to practise 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; 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.





The Royal Shrewsbury Hospital

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Minicom: 01743 261213

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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