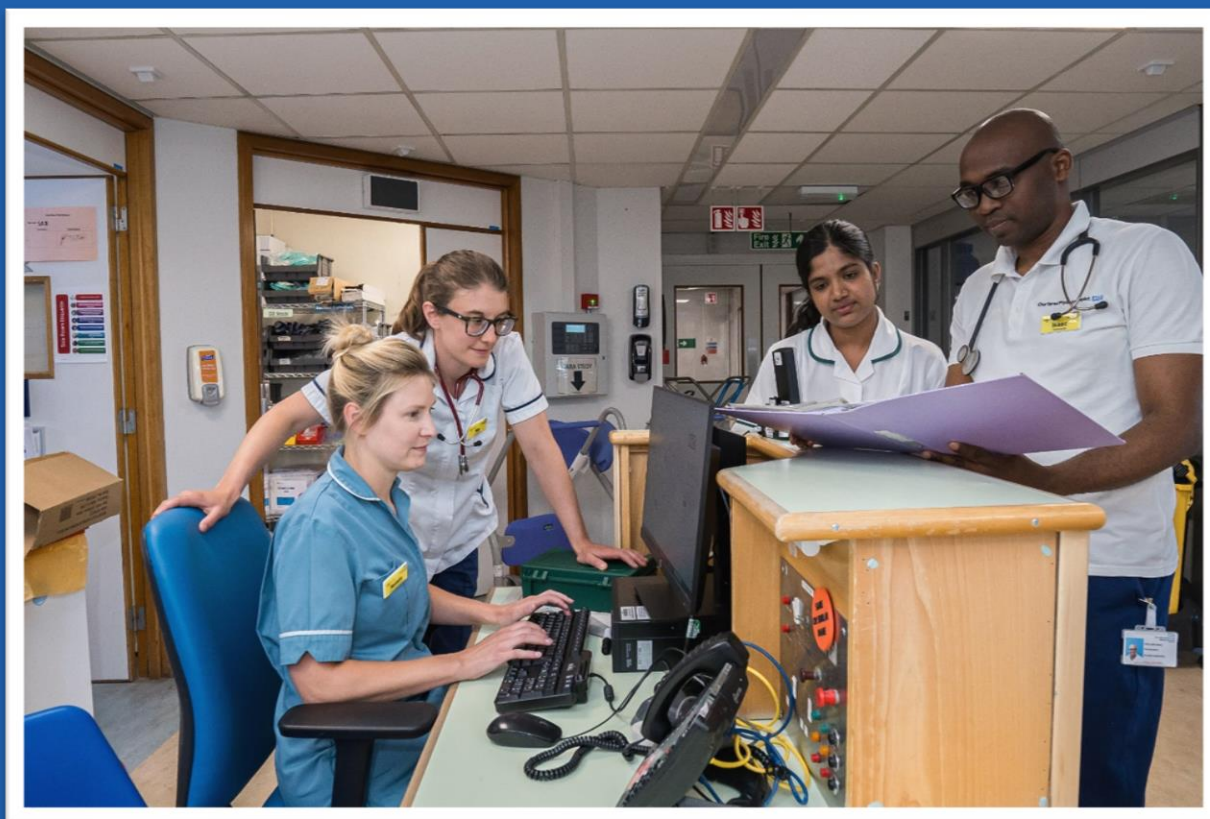


Senior Radiotherapy Physicist

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 helps make sure cancer patients get safe and accurate radiotherapy treatment.
- It involves planning and checking treatment, measuring radiation doses and making sure all equipment works safely.
- The job gives expert advice to doctors, radiographers and other staff about radiotherapy and how to keep people safe from radiation.
- It also includes testing new machines, helping bring in new treatment methods and taking part in research.
- The role supports training for other staff and helps improve how the radiotherapy service is run.

Job Description

Job title:	Senior Radiotherapy Physicist
Grade:	
Site:	
Accountable to:	
DBS required:	

Working Relationships

Key working relationships will be required with many different postholders to maintain, promote and advance high quality safe and effective care for patients. These include:

Internal

- Head of Radiotherapy Physics
- Heads of Physics Sections
- Chief Clinical Technologists (Dosimetry and Engineering)
- All other medical physics staff
- Radiography Services Manager and Radiotherapy QA Lead • All other radiotherapy staff
- Consultant Clinical Oncologists
- Risk Management, HR and other Leads of Trust Departments
- Procurement and Finance Team
- SaTH DSD / IT Infrastructure
- Estates

External

- Manufacturers of all relevant Radiotherapy Equipment
- Relevant National and Regulatory Bodies

Role overview

The Radiotherapy Physics Team is responsible for providing a clinical scientific service to the Radiotherapy Department of the Royal Shrewsbury Hospital of the Shrewsbury and Telford NHS Trust. Functions include carrying out patient radiotherapy treatment planning and checking; advising clinical staff on the physics of radiotherapy; measuring patient received doses and radiotherapy treatment equipment output; ensuring the safety of patients and staff in a hazardous environment which includes exposure to high levels of ionising radiation; ensuring equipment is operating safely and effectively, investigating complex faults; the evaluation, selection, procurement, installation and acceptance testing of equipment.

The post holder will act as a Medical Physics Expert (MPE, as defined under the Ionising Radiation (Medical Exposure) Regulations 2017) to the Radiotherapy/Oncology Services at the trust. The postholder will be expected to participate in all quality assurance, dosimetry and treatment planning activities, contribute to the implementation of new techniques and perform R&D to maintain a service with a national profile. The postholder will be expected to promote research and development to provide a state-of-the-art radiotherapy physics service with a national profile for the benefit of the Trust and patients.

To support the scientific lead for treatment planning and clinical implementation in radiotherapy. To support the scientific lead for dosimetry and QA. To be part of a team who carry out performance assessment, dosimetry and quality assurance of all Radiotherapy treatment equipment, Planning systems and procedures at the Royal Shrewsbury Hospital. To provide scientific supervision and training of clinicians, radiographers, scientists and technologists and to sustain any strategic change or improvements in the delivery of the service as agreed with line managers.

Main duties

1. Communication and Relationship

Skills To assist in the provision of scientific and technical advice to radiotherapy consultants, other clinicians, the Radiotherapy Management, radiographers, and any other relevant staff on all matters relating to radiotherapy equipment and highly complex treatment procedures, and for the use made of that advice. This advice involves providing solutions to highly complex patient radiotherapy procedures where accuracy of advice directly affects patient outcomes. There will often be acute patient treatment time pressures associated with requests for such advice, where accuracy and safety must be maintained.

The post holder will:

- Maintain an effective liaison with clinicians, service managers, radiographers and other relevant hospital staff over the provision of the Radiotherapy Physics service.
- Advise architects, estates managers and other Trust staff on the appropriate design of treatment facilities, including linear accelerator bunker design, and to advise Radiotherapy and ward staff on appropriate systems of work to ensure the protection of patients and staff.

2. Knowledge, Training and Experience

Understanding of radiotherapy physics activities acquired through to postgraduate MSc. Degree level, MIPEM and state registration with The Health and Care Professions Council (HCPC). The postholder will act as a Medical Physics Expert (MPE) in all aspects of radiotherapy physics appropriate to the trust.

The post holder will:

- Maintain an up-to-date knowledge of all current scientific, clinical, commercial and managerial developments relevant to radiotherapy practice, and relevant statutory requirements.
- To meet appropriate timescales for the completion of agreed development projects. From time to time to serve on project teams or other working groups.

3. Professional Development

To take every reasonable opportunity to maintain and improve professional knowledge and competence and participate in a recognised program of Continuous Professional Development. To participate in personal objective setting and review, including the creation of a personal development plan.

4. Analytical and judgemental

Skills To assist in critical patient dosimetry measurements and calculations for external beam and other treatments where available (e.g. brachytherapy, superficial/contact X-ray and unsealed radionuclide treatments). The post holder will:

- Carry out in vivo dosimetry measurements on patients to validate radiotherapy accuracy.
- Check complex radiotherapy plans to ensure accuracy and clinical appropriateness of technique.
- Draw up written protocols for all procedures carried out by the Radiotherapy Physics Service, and to amend and update as appropriate.
- Carry out regular quality assurance checks on complex radiotherapy and treatment simulation equipment.
- Participate in local and national inter-departmental dosimetry and quality assurance inter- comparison programmes and initiatives.

- Participate in emergency exercises, in the reception and treatment of contaminated casualties and other such incidents involving radioactive contamination, and in other activities involved with the National Arrangements for Incidents involving Radioactive contamination and Chemical, Biological, Radiological and Nuclear incident scheme.

5. Planning and Organisational

Skills To assist in the development and introduction of new treatment techniques in Radiotherapy and to advise the Head of Radiotherapy Physics, Section Leads, Consultant Oncologists, Oncology Services Manager and radiographers on new techniques for treatment planning, treatment procedures, dosimetry, quality assurance and treatment equipment.

6. Physical Skills

Use skills for precision positioning of test objects. Require highly developed motor co-ordination for handling and measuring radioactive sources.

7. Responsibility for Patient/Client Care

To take a lead role in the commissioning of new radiotherapy equipment as required. To participate in the duty rota for Radiotherapy Physics and Bank Holiday Service. To support the treatment planning and machines/QC & dosimetry section leads in appropriate service development.

8. Responsibility for Policy/Service

To support the Head of Radiotherapy Physics in the development of quality assurance systems for all the Radiotherapy Physics service including the ISO9001 quality system. To co-ordinate the regular audit of treatment planning, dosimetry and quality assurance procedures as required. To assist with the implementation and development of changes in the service delivery as agreed with the Head of Radiotherapy Physics, and with the costing and resourcing of any such changes.

9. Responsibility for Financial and Physical Resources

Responsible for the safe personal use all radiotherapy equipment including linear accelerators, CT simulators, kilovoltage X-Ray machines and dosimetry equipment.

10. Responsibility for Human Resources

To take part in the theoretical and practical teaching and training of clinical scientists, clinicians, radiographers, technologists, University undergraduate and postgraduate students, and other staff as required.

The post holder will:

- Supervise trainee physicists and postgraduate students carrying out research projects in Radiotherapy Physics.
- Assist in the overall management of the Radiotherapy Physics Service, including participation in the annual appraisal program.

- Assist in the optimum utilisation of available staff and other resources in order to provide an effective and efficient service.

11. Responsibility for Information Resources

To support the Head of Radiotherapy Physics in the development of the IT infrastructure for Radiotherapy and Oncology. To supervise, create, format, manipulate and ensure the integrity of software, including (but not limited to) spreadsheets and databases used for clinical Radiotherapy and Radiotherapy Physics activities.

The post holder will:

- Produce complex 3D/IMRT/VMAT radiotherapy plans and reports using the dedicated treatment planning software.
- To assist in the provision of accurate radiotherapy data, including treatment planning, to clinical staff.

12. Responsibility for Research and Development

To initiate, promote, supervise and carry out a research and development programme, agreed with the Head of Radiotherapy Physics, in order to influence national standards of conduct and policy in Radiotherapy Physics and Radiation Protection. To achieve this aim through presentation of research and development work at national scientific meetings, and through publication of results in national peer reviewed scientific and clinical journals. To meet appropriate timescales for the completion of agreed development projects. From time to time to serve on project teams or other working groups.

13. Freedom to Act

Works with discretion within a defined set of parameters as an MPE, to act using technical and clinical experience to resolve problems and advise on the best course of action. To carry out all duties in compliance with statutory requirements for radiation protection and health and safety. Able to act based on own interpretation of clinical, professional, technical and scientific policies, guidance and regulations, advising the Head of Radiotherapy Physics on how these should be interpreted.

14. Mental, emotional and physics effort

The post holder will be required to:

- Use skills for precision positioning of test objects, using highly developed motor co-ordination for handling and highly complex dosimetry equipment and measuring radioactive sources.
- Carry and position heavy precision test instruments, occasional moderate effort for several short periods.
- Maintain highly specialised skills in the use of specialist dosimetry and quality control equipment to maintain the performance and accuracy of complex treatment and imaging equipment.

- Undertake intense concentration required for lengthy, complex calculations.
- Work with terminally ill, upset, distressed patients and carers.
- Occasionally exert significant physical effort for short periods, which may involve moving water tanks, lifting dosimetry scanning equipment, electron applicators, and lead end-frames during routine quality control and dosimetry measurements.
- Regularly be required to position radiation equipment measuring devices with a high degree of precision and accuracy.
- Be subject to periods of intense concentration, e.g. checking software systems after upgrades to ensure the system can return to clinical use.
- Be frequently exposed to the hazards posed by ionising radiation, lasers and high-voltage equipment
- Frequently be indirectly exposed to distressing or emotional circumstances largely resulting from discussion or conflicts around the provision of cancer care and staff imparting news to patient of treatment delays.
- Work outside normal hours (evenings / weekends) when required.
- Participate in the morning run-up of the linear accelerators when required
- Participate in the weekend/bank holiday on-call rota for Radiotherapy treatments.
- Undertake other duties, as agreed with the Head of Radiotherapy Physics, appropriate to the post and grade

15. Working conditions

Frequent controlled exposure to ionising radiation (e.g. X-rays/electrons). Handle containers or controlled radioactive contaminated materials, contact with body fluids.

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Honours degree (1st or 2nd class) in Physical Science • Postgraduate M.Sc. degree in Medical Physics or knowledge equivalent to the level of an M.Sc. 	<ul style="list-style-type: none"> • Ph.D.

	<ul style="list-style-type: none"> • Corporate membership of the Institute of Physics and Engineering in Medicine (MIPEM), or knowledge and experience equivalent to that level Ph.D. How to measure? • HCPC Registered Clinical Scientist • Approved as an MPE under RPA2000 	
Experience	<ul style="list-style-type: none"> • Previous experience, and able to act as an MPE in all areas of Radiotherapy Physics • Management of junior scientific and technical staff • Implementation of service developments • Managing and conducting research and innovation projects leading to peer reviewed publications/presentations • Design and delivery of advanced practical and theoretical training to a wide range of staff 	<ul style="list-style-type: none"> • Practice as an MPE in a UK centre • Publication & presentation track record
Knowledge and skills	<ul style="list-style-type: none"> • Expert knowledge of the characteristics of all types of complex radiotherapy equipment: linear accelerators kilovoltage and CT Simulator units • Expert knowledge of the techniques employed to quality control the performance of all types 	<ul style="list-style-type: none"> •

	<p>of complex radiotherapy equipment described above</p> <ul style="list-style-type: none"> • Strong team working, motivation, presentation, communication, negotiation and interpersonal skills • Knowledge of all areas of radiation protection legislation and standards of good practice • Ability to delegate, prioritise, exercise initiative, and manage own work • Expert ability in numerical and analytical skills. • Ability to use word processing, spread sheet and database computerised packages • Ability to make accurate and reproducible measurements using complex testing equipment • Ability to lift and carry heavy precision test instrument cases (suitcase size) upstairs • Ability to concentrate intensely for long periods of time, occasionally when subject to external distraction, and in an unpredictable working pattern • Ability to work occasionally in confined spaces 	
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	<ul style="list-style-type: none">• Ability to deal with distressing circumstances• Ability to communicate complex information and advice on any of the wide range of topics covered in the Job Description to non specialists from junior staff up to Consultant level, and to patients• Able to present scientific papers at national and international conferences• High level of understanding of the risks posed by, and the appropriate precautions necessary for, working with ionising radiation and electrical hazards	
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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.

