

# ADVANCED CLINICAL PRACTITIONER – BREAST IMAGING

## 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 giving advanced care to people who come to breast imaging services.
- You will assess, investigate and help diagnose breast problems, working with a high level of independence.
- You will be part of the radiology team and support the learning and development of other staff.
- You will work closely with doctors, nurses and other team members to make sure patients receive safe, high-quality care.
- You will help improve how the service runs and make sure patient records and safety standards are always followed.
- You will also support junior staff and take part in providing a seven-day service.

## Job Description

<b>Job title:</b>	<b>Advanced Clinical Practitioner – Breast Imaging</b>
<b>Grade:</b>	<b>Band 8a</b>
<b>Site:</b>	<b>The Princess Royal Hospital with cross-site working required</b>
<b>Accountable to:</b>	<b>Lead Superintendent Radiographer Breast Imaging</b>
<b>DBS required:</b>	<b>Yes, Enhanced DBS</b>

## Job Purpose

The post holder is required to deliver an advanced level of clinical practice within the field of Breast Imaging. Working within local and nationally agreed frameworks, the Advanced Clinical Practitioner (ACP) exercises independent judgment to assess, investigate, diagnose, plan, implement and evaluate the clinical care and management of patients for the management of breast disease. As an ACP you will be part of an alternative medical workforce model having undergone generalist training, meeting all academic and core clinical requirements relevant to the role.

The ACP's reporting lines will be within Radiology, working alongside and supporting the education and development of both radiographic and radiological colleagues. As the ACP project develops it is envisaged that ACPs will further develop specialty interests and be able to clinically advance in terms of decision-making and autonomy in practice, this being reflected

in pay structure and banding appropriate to the level at which the ACP is working. The criteria for advancement within the ACP model will be agreed by local governance frameworks. The ACP has key working relationships with all members of the Breast Radiology, management and multi-disciplinary nursing and medical teams.

The ACP practices in partnership with the multi-disciplinary team and under clinical supervision provided by Breast Imaging Consultants.

### Organisational Position



### Main Duties and Responsibilities

- Deliver and participate in the clinical care of patients attending breast services within the Trust.
- Prioritise health needs and intervene appropriately.
- To be professionally and legally accountable for all work undertaken to practice at an advanced level of professional autonomy and accountability that is in line with Trust policies, the College of Radiographers Code of Conduct and the Health and Care Professions Council (HCPC) guidance.
- Provide a level of advanced and comprehensive health assessment based on a specialist body of knowledge.
- Appropriately assess, examine, investigate, diagnose and treat patients, resulting in the safe management and appropriate referral or discharge of patients with undifferentiated and undiagnosed presentations.
- Ensure patients are informed and consent is gained prior to treatment, investigation and management as appropriate.
- Take responsibility for the management of patients within own caseload and supervision/development of junior members of the multi-professional team.
- Be able to identify the need for appropriate diagnostic tests and interpret the results.
- Identify and intervene proactively where circumstances contribute to an unsafe environment for patients, staff or relatives and escalate these to the departmental management team.
- Share knowledge and expertise, acting as an expert resource to others across primary and secondary care as appropriate.
- Contribute to the development and improvement of systems and processes that facilitate patient flow.

- Assessment and care planning to meet health and well-being needs.
- To improve the quality of the patient experience by identifying and meeting the individual clinical needs of patients, including issues pertaining to child protection and vulnerable adults.
- Maintain up to date patient records in accordance with Trust policy and professional bodies' standards.
- Ability to adapt specialist clinical knowledge and skills to different clinical settings and influence service delivery and patient care.
- Provide specialist advice on patient care to the healthcare team taking into account all aspects of clinical governance and act as a specialist resource within the working area.
- Contribute to the review and development of patient clinical pathways to ensure a standardised approach within breast imaging services.
- Actively implement effective systems and processes for infection prevention and control management and relevant audit within the clinical area.
- Adhere to IR(ME)R regulations and Radiology policies and procedures appropriate to the ACP role.

### **Organisational Responsibilities**

- Work as part of the breast multidisciplinary team, within agreed radiological, medical, nursing and Trust protocols and guidelines.
- Manage own workload.
- Support junior radiographic, nursing and medical staff to manage their workload.
- As a member of the multidisciplinary team, to share in the responsibility for the provision of a 7 day service that meets the demands of the service.
- Promote and adhere to the principles and practice of clinical governance.
- Demonstrate safe use of equipment and efficient use of resources.
- Demonstrate effective multidisciplinary team working and acknowledge the role of individual team members ensuring that expertise is seen as a resource within the team and the Trust.
- Utilise a developed knowledge of child protection and vulnerable adult safeguarding procedures.
- Support trainee, new and experienced ACP's to manage their workload.

### **Systems and Equipment**

Participate in and facilitate the implementation of:-

- NICE guidelines, NHSBSP guidance, departmental guidelines and IR(ME)R.
- Assist in the development and implementation of breast care pathways and the expansion of these across the Trust working with individual specialist areas.
- Assist in the development and implementation of specific guidelines, protocols and standards. Contribute to multidisciplinary team guidelines.
- Continue to be proactive in the improvement of the working area by enhancing levels of evidence-based practice and the development of guidelines and protocols to ensure high standards of care are consistently maintained.
- Assist in developments within the ACP team.

## **Risk Management**

- Contribute to clinical risk management.
- Complete documentation and gather evidence relevant to clinical risk management.
- Anticipate, recognise and prevent situations that may be detrimental to self and the health and wellbeing of patients or staff.
- Adhere to and participate in the implementation of recommendations and guidelines related to Health & Safety at Work, Control of Substances Hazardous to Health legislation and control of infection procedures.
- Implement actions to be taken in event of an emergency.
- Demonstrate correct moving and handling procedures following Trust protocols and guidelines.
- Adhere to Trust and locally agreed policies, guidelines and protocols.
- Promote the concept of clinical governance.

## **Education, Training and Personal Development**

- Undertake statutory and mandatory training as required by the Trust.
- Deliver multidisciplinary team education and presentations.
- Use specialist knowledge to actively participate in the clinical and theoretical education, training and support of nurses and medical staff.
- Teach and support all members of the multi-disciplinary breast team and other staff as appropriate in the clinical setting.
- Keep up to date with IR(ME)R regulations and attend relevant updates.
- Attend relevant conferences within the breast speciality and advanced clinical practice.
- Participate in competency based learning programmes to enable development and enhancement of clinical skills and role.
- Maintain, advance and develop personal theoretical knowledge, high standards of clinical competence and professional development through self-education.
- Evaluate personal achievement of identified and agreed short and long term development objectives from personal development plan.
- Maintain own professional portfolio.
- Assist in developing initiatives on Advanced Practitioner staff development.

## **Research and Audit**

- Actively participate in research and service evaluation.
- Participate in evaluating new equipment.
- Participate in audit, clinical governance and other clinical meetings where the outcomes and recommendations have the potential to improve the quality of care, give case presentations as required.
- Assist on specific audit cycles to enhance the quality of breast screening and symptomatic services.
- Be aware of the results of mandatory audits, amend own practice where necessary and support change in practice of others.
- Identify areas of own clinical practice that require audit.
- Devise audit tools, analyse data, write report and present findings to the multidisciplinary team. Complete audit cycle by implementing change in clinical practice as required and re-auditing.

## **Decisions, judgements and freedom to act**

- Accountable for own professional actions, undertaking all duties in accordance with the College of Radiographers, HCPC, departmental and Trust guidelines and protocols.
- Adhere to Trust protocols and codes of conduct.
- Use independent judgment to assess, investigate, diagnose, plan, implement, manage, and evaluate in the management of breast patients.
- Consult with imaging and surgical colleagues when appropriate to ensure the safe management of breast patients.

## **Communication and Relationships**

- Promote, explain and clarify the role of the ACP to the patient, family, carers and multidisciplinary to enhance understanding of the scope of their professional practice.
- Discuss highly complex medical issues appropriately with the patient family/carers using language that aids understanding.
- Able to effectively communicate with ACP team members, nurses, doctors and other health professionals when discussing emotive, ethical and difficult issues at both personal and professional levels.
- Negotiate sensitively with patient's family/carers where consent is required for treatment that is vital for the welfare and survival of the patient and where there may be barriers to understanding through fear, anxiety or lack of knowledge, language difficulties or religious beliefs.
- Discuss implications of care options with patients and family/ carers to enable them to make informed decisions using assertiveness, tact, diplomacy and compassion.
- Communicate sensitively with families who have received bad/sad news.
- Initiate and maintain effective communications with members of the multidisciplinary team to promote the welfare and safety of patients and carers, in accordance with child and adult safeguarding Trust policy.
- Behave in a consistent professional manner with patients, family/ carers, multidisciplinary team members, management and the public.
- Write precise, accurate and timely records, letters and statements in accordance with the Data Protection Act and Trust Policy.
- Listen actively and respond appropriately to verbal information given.
- Present and review complex case histories, summarise and formulate management plans.
- Recognise when own and others behavior is not acceptable and initiate appropriate action.
- Provide constructive feedback to others within the peer group and multidisciplinary team.
- Proficiency in IT skills for completing clinical records, using clinical management programmes and occasional presentations.
- Act as advocate for patients and offer support to families/carers.
- Improve and maintain good communication between all members of the team, ensuring appropriate referrals and liaison with relevant personnel



## SaTH Trust Values

<b>Partnering</b>	Working effectively together with patients, families, colleagues, the local health and care system, universities and other stakeholders and through our improvement alliance.
<b>Ambitious</b>	Setting and achieving high standards for ourselves personally and for the care we deliver, both today and in the future. Embracing innovation to continuously improve the quality and sustainability of our services.
<b>Caring</b>	Showing compassion, respect and empathy for our patients, families and each other, caring about the difference we make for our community.
<b>Trusted</b>	Open, transparent and reliable, continuously learning, doing our best to consistently deliver excellent care for our communities.

## Competences

- The post holder is required to participate in the Trust appraisal process and work towards meeting identified development needs.
- The post holder is required to demonstrate on-going continuous professional development.
- At no time should the post holder work outside their defined level of competence. If the post holder has concerns regarding this they should immediately discuss this with their Manager/Supervisor/Consultant. The post holder has the responsibility to inform those supervising their duties if they are not competent to perform a duty.

## Working Conditions - Physical, Mental and Emotional Demands

- Required to work in the Breast Imaging Department at both the Royal Shrewsbury Hospital, Shrewsbury, and the Princess Royal Hospital, Telford.
- Frequent exposure to stressful and unpredictable workloads due to the nature of the breast service.
- Frequent need for a high degree of concentration for long periods when undertaking intricate clinical procedures.
- Direct contact on a daily basis with blood and other bodily fluids.
- Occasional exposure to aggressive physical/verbal behavior.
- Able to maintain professionalism when dealing with angry, difficult and distressed patients.

Heightened anxiety levels on a cancer pathway require the post holder to offer support, empathy and understanding to women, particularly those undergoing investigative diagnostic procedures and those receiving test results, particularly when positive.

## Person Specification

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Current Health and Care Professions Council registration (HCPC).</li> <li>• Masters Degree in Advanced Clinical Practice (including dissertation) or relevant equivalent.</li> <li>• Post-graduate qualification in Mammography.</li> <li>• Significant evidence of post registration experience to include breast Imaging or breast care.</li> <li>• Advanced communications qualification.</li> <li>• Clinical qualifications in breast image interpretation, breast interventional procedures and breast ultrasound.</li> </ul>	<ul style="list-style-type: none"> <li>• Teaching /leadership qualification.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Up to date IR(ME)R certification where appropriate.</li> <li>• Evidence of extensive expert professional/clinical knowledge in breast care supplemented by specialist clinical training and CPD.</li> </ul>	



	<ul style="list-style-type: none"> <li>• Evidence of involvement in the development of programmes of care, protocols and clinical audit.</li> <li>• Evidence of involvement in policy and practice change.</li> <li>• Evidence of proactive involvement in the mentorship and development of junior healthcare professionals.</li> </ul>	
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>• Excellent clinical reasoning and clinical decision-making.</li> <li>• Evidence of involvement and leadership in teaching and mentoring learners.</li> <li>• Evidence of effective people management and leadership skills.</li> <li>• Effective communicator able to communicate complex and highly sensitive information.</li> <li>• Computer literacy including PACS, RIS and NBSS</li> <li>• Highly developed effective communication and negotiation skills.</li> </ul> <p><b>Physical effort</b> The post holder will be required to exert frequent</p>	

	<p>moderate physical effort for several short periods, including performance of ultrasound scanning examinations and interventions.</p> <p><b>Mental effort</b> Frequent intense concentration on patient assessment and responding to frequent changing needs in the clinical area.</p> <p><b>Emotional effort</b> Exposure to distressing and emotional circumstances. Dealing with patients and their relatives as a result of a serious medical diagnosis.</p> <p><b>Working environment</b> Some exposure to aggressive behaviour of patients, relatives and carers. Regular exposure to blood and body fluids.</p>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Cross-Site travel</li> <li>• Access to vehicle for work purposes</li> </ul>	

## General conditions

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

## Health & Safety

As an employee of the Trust you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work;
- 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.

