

**Clinical Specialist Radiographer within Interventional Radiology and
Fluoroscopy
JOB DESCRIPTION**

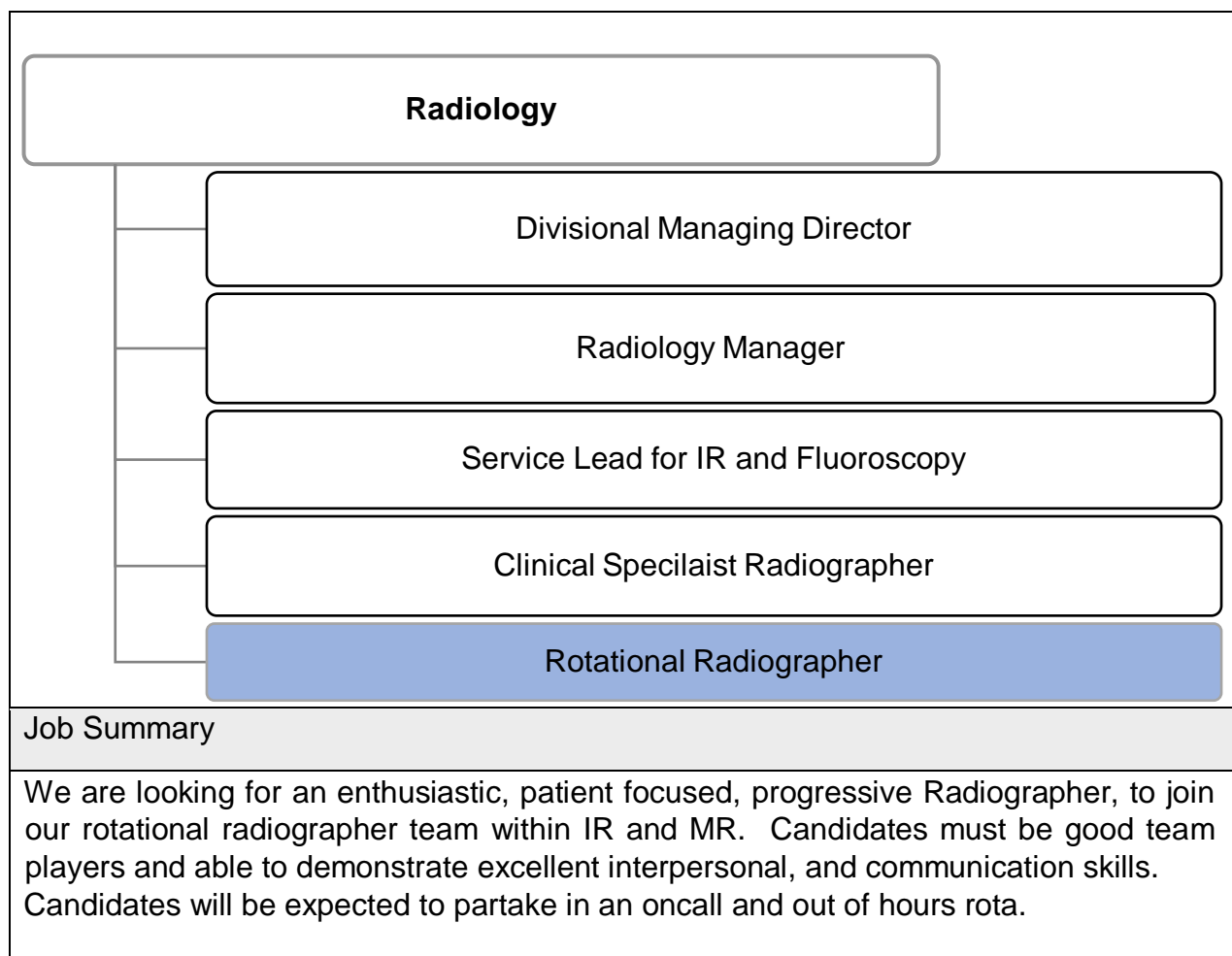
Job Title:	Rotational Radiographer within Interventional Radiology and Fluoroscopy and MR
AfC Band:	6
Directorate/Service:	Diagnostic and Pharmacy
Accountable To:	Radiology
Responsible To:	Charlotte Smith (Service Lead for Interventional Radiology and Fluoroscopy) and Suzanne Phenna (Service Lead for MR)
Base Location:	Salford Royal Foundation Trust- Interventional Radiology
On-Call Requirement:	Yes- to cover 24/7 Thrombectomy and Interventional Radiology service
AfC Job Code:	

Values

Three values are at the heart of our organisation: **Care, Appreciate and Inspire.**

Our values and behaviours define what's important to us as we work alongside each other and with our patients and service users. They also shape what it feels like to work at the NCA and will be central to your development and performance conversations. Together, we will create a culture where care, appreciation and inspiration thrive.

Structure Chart



Key Role and Responsibilities

- Ensure the highest standards of patient care within own area of work.
- To become an expert in highly complex imaging procedures that utilise the radiology department, and ensure all images obtained are of the highest quality.
- Ensure radiation protection for all staff, patients and visitors and to advise where necessary, this includes quality assurance of the Radiology machines.
- Assist and support the lead radiographer in safe and effective management of the area.
- Assist in continually striving to improve the service provided and contribute towards service improvements.
- Assist with management and leadership of the area and staff working within it.
- Participate in the provision of an out of hours service, 24/7 and 365 days a year.
- Act as a role model and mentor for junior members of staff passing through the area.
- Work within a large multidisciplinary team to liaise with specialist nursing staff, Radiologists, Neurosurgeons, and anaesthetists as required.
- Work with the lead radiographers and service managers to contact patients and relatives to organise and amend appointments in an appropriate manner.

- Continually develop own skills and apply these to future work whilst aiding others in new techniques.
- Ensure a high quality patient focused professional service
- Support patients and carers whilst in the radiology department adhering to Trust and national policy
- Carry out all relevant diagnostic procedures to a high standard
- Ensure informed consent is obtained and be able to discuss the examination with the patient or carer.
- Practice within the legal requirements of IR(ME)R 2017 legislation and IRR17 ensuring all operators, referrers and requesters work within set protocols.
- Be aware of MR safety and MHRA Safety guidelines for magnetic resonance imaging equipment in clinical use
- Ensure all patient records are completed in a timely, accurate manner.
- Be able to confidently assess patients transfer

Communications and Relationships

- To communicate effectively and in the appropriate manner with a wide range of people, ensuring understanding and compliance where necessary.
- To work within a large team to provide an effective service.
- To influence the development of knowledge, ideas and work practice.
- To encourage others to seek advice and solutions to problems.
- To receive and communicate sensitive information in a competent, professional manner to relevant staff e.g. portering, radiology colleagues.
- To assist in dealing with complaints and where appropriate refer to the lead radiographer/ senior staff.
- Where required refer all equipment issues/malfunction to the lead radiographer and help in the reporting of any issues, whether these be local estates or company representatives.
- Ensure infection control risks are effectively communicated.
- To identify and successfully manage challenging behaviours and attitudes.
- To report complaints, accidents/ incidents in line with Trust policy.
- To deliver appropriate structured/ informal training to colleagues, students, and other members of the Trust as appropriate. These competencies will require relevant paperwork to be completed alongside the training.
- To be an effective role model for rotating and junior members of staff passing through Radiology.
- To act as a role model by ensuring one's own actions promote quality.
- To have an understanding of the quality agenda and how standards of care can be maintained
- To undertake any audit data collection and analysis required of the post.

- To take an active role in, and be the nominated contact person for any research projects as required.

Analytical and Judgmental Skills

- To prioritise to workload in own area ensuring ward patients are prioritised and promptly dealt with.
- To have a good working knowledge of protocols used within the area, and to understand when these are not being adhered to.
- Assist with the writing and updating of protocols relevant for the area as required, to ensure an up-to-date service,
- To monitor the progress of work considering ever changing priorities.

Planning and Organisational Skills

- To prioritise the workload in own area ensuring ward patients are prioritised and promptly dealt with.
- Assist with ensuring stock levels and quality of stock within the department are maintained to ensure a smooth running department.
- Occasionally attend staff meetings and provide information on subjects relevant to Radiology.
- Participate in CPD activities and be willing to teach others for CPD learning, to help promote the department and the work that is done.

Physical Skills

- Keyboard and IT skills are necessary to ensure accurate record keeping, and accessing relevant patient electronic records.
- The employee must be able to follow Trust manual handling procedures to ensure patient and staff safety.
- Interventional Radiology requires staff to wear lead gowns for a prolonged period. The applicant will be required to wear lead protection for long periods.
- Radiology equipment involves using hand eye co-ordination and dexterity.
- Access to transport to participate in an out of hours on call system is mandatory. To participate in this rota you will need to be within 30 minutes of the hospital when on-call. If transport is unavailable the candidate would be provided with oncall facilities within the hospital site.

Responsibility to Patient Care

- To ensure the highest standards of patient care within own area of work.

- To treat all patients, relatives and carers with the upmost respect and dignity.
- To ensure radiation protection for all staff, patients and visitors and to advise where necessary
- To ensure a high quality patient focused professional service
- To support patients and carers whilst in the radiology department adhering to Trust and national policy
- To carry out all relevant diagnostic procedures to a high standard
- Ensure informed consent is obtained and be able to discuss the examination with the patient or carer.
- To practice within the legal requirements of IR(ME)R 2017 legislation and IRR17 ensuring all operators, referrers and requesters work within set protocols.
- Ensure all patient records are completed in a timely, accurate manner.
- Be able to confidently assess patients transfer.

PERSON SPECIFICATION

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AfC Band:	6

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Diploma/BSc Radiography 	
Professional Registration	<ul style="list-style-type: none"> HCPC Registration 	
Knowledge, Training & Experience	<ul style="list-style-type: none"> Considerable post qualification experience in a range of radiographic and screening procedures Experience of workload management Multidisciplinary team working. Good communication skills A willingness to teach/learn. Excellent interpersonal and communication skills Knowledge of appropriate modalities. Experience of QA testing and radiation protection. Evidence of a willingness to expand the clinical role. Evidence of changes within practice Evidence of assisting service development 	<ul style="list-style-type: none"> Participation in audit Experience in helping to manage staff e.g appraisals and competencies. Experience in stock management. Research and development. Experience of complex imaging within Interventional Radiology/Fluoroscopy
Skills & Abilities	<ul style="list-style-type: none"> Ability to use IT systems. Ability to organise and prioritise to meet deadlines. Problem solving and decision-making skills. Self-motivated with the ability to motivate others including CPD 	

Living our Values

All colleagues are expected to demonstrate the NCA values and underpinning behaviours as you carry out your role.

Values	Behaviours (I will...)
CARE We listen and treat each other with kindness.	Provide the highest standard of care, with compassion and kindness.
	Communicate clearly, actively listen and be person centred.
	Seek to understand and empathise.
	Collaborate to deliver services that are safe and give confidence in our care.
APPRECIATE We value and respect each other's contribution.	Recognise and openly acknowledge how we all make a difference.
	Value and respect others and share in celebrating our successes.
	Treat people fairly, notice, champion and positively appreciate diversity.
	Provide constructive feedback to support growth and development.
INSPIRE We speak up and find ways to be even better.	Have a voice and act with integrity and honesty.
	Make time to learn, share and find new ways of working.
	Be positive, be open to change and empower others.
	Work with my team and other teams to agree and deliver best outcomes.

Appendix

The below details all the standard Trust requirements which must be incorporated within the role.

Infection Prevention

Employees will adhere to all Trust Infection Control policies and procedures which are relevant to the post and undertake any appropriate mandatory training. All colleagues will ensure that advice is sought from the infection control team as required and appropriate action is taken to minimise cross infection.

Safeguarding

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees and volunteers to share this commitment. You will be expected to fulfil your mandatory safeguarding training at the level applicable to this role.

Health and Safety

Employees must act in accordance with the Health & Safety at Work Act 1974, and subsequent legislation, under which they must take reasonable care to avoid injury to themselves and to others who may be affected by their work activities. Employees are required to co-operate with the Trust in meeting statutory requirements. Employees must not intentionally or recklessly interfere with, or misuse anything that is provided in the interest of the health, safety and welfare of colleagues, patients, and the general public.

Confidentiality and Data Protection

Employees are required to uphold the confidentiality of all records held by the Trust, whether patient records or Trust information. Unauthorised disclosure of any confidential information, or that covered by the Data Protection Act may result in disciplinary action.

Equality and Diversity

All colleagues are required to understand the equality and diversity commitments and statutory obligations under the Equality Act 2010. You must act in ways that support Equality, Diversity, and Inclusion (EDI) and recognise the importance of people's rights in accordance with legislation, policies, frameworks, procedures, and good practice.

Colleagues must recognise and report any behaviour that undermines equality under Trust policy and further EDI activity by:

- eliminating discrimination, harassment and victimisation
- advancing equality of opportunity between people who share a protected characteristic and those who don't
- fostering good relations between people who share a relevant protected characteristic and those who don't

- understanding the impact of policies, services and practice on people with different protected characteristics

Code of Conduct

Colleagues that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Colleagues who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and policies at all times.

Leadership and Development

We believe our colleagues play a vital role in delivering excellence, and that everyone has the ability to demonstrate leadership and make a difference. As a member of our team, we expect you to live the NCA values: Care, Appreciate and Inspire through your daily habits, to improve outcomes for patients, customers and service users across the system. In return we provide a range of development opportunities that help you to realise your potential and reach your professional best.

As you join us, you are required to attend our Corporate Induction, complete the Trust's mandatory training and participate in the NCA Accelerated Leader Development Programme if you are in a leadership or management role. Your annual My Time appraisal conversation helps to continually review your contribution and ongoing priorities through your Personal Development Plan, informed through a wide choice of development available to you.

Flexibility

This job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time, in discussion with the post holder. This role profile is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.