

# SHAPE YOUR STORY

## Recruitment Information Pack



Nuclear Medicine Physicist





**Our Vision** To be a high-performing group of NHS hospitals, renowned for excellence and innovation, providing safe and compassionate care to our patients in east London and beyond.

## WeCare about our ambition for excellence

Our WeCare values shape everything that we do, every single day. They are visible in every interaction we have with each other, our patients, their families and our partners.

WeCare about everything from the appointment letters our patients receive, to the state of our facilities when they walk through the door, to the care and compassion they receive when they are discharged. WeCare that the people who join our trust will hold the same values as we do, so our values are embedded within our recruitment and selection processes. WeCare that you feel valued working here, so our values also guide our training and development and performance and talent management. WeCare about working with suppliers that live and breathe our values too.

We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave around here, we will achieve our ambition for excellence.

Value	Key behaviours
<b>W</b> WELCOMING 	<ul style="list-style-type: none"> <li>Introduce yourself by saying "Hello, my name is ..."</li> <li>Smile and acknowledge the other person(s) presence</li> <li>Treat others as you would wish others to treat you</li> <li>Ensure the environment is safe and pleasant for our patients, our colleagues and our visitors</li> </ul>
<b>E</b> ENGAGING 	<ul style="list-style-type: none"> <li>Get involved in making improvements and bring others with you</li> <li>Encourage feedback from patients and colleagues and respond to it</li> <li>Acknowledge efforts and successes; say thank you</li> <li>Use feedback to make improvements, and empower colleagues to do this without needing to seek permission</li> <li>Appreciate that this may be a new experience for patients and colleagues; help them to become comfortable</li> </ul>
<b>C</b> COLLABORATIVE 	<ul style="list-style-type: none"> <li>Give time and energy to developing relationships within and outside own team</li> <li>Demonstrate pride in Team Barts Health</li> <li>Respect and utilise the expertise of colleagues</li> <li>Know your own and others' part in the plan</li> </ul>
<b>A</b> ACCOUNTABLE 	<ul style="list-style-type: none"> <li>Always strive for the highest possible standard</li> <li>Fulfil all commitments made to colleagues, supervisors, patients and customers</li> <li>Take personal responsibility for tough decisions and see efforts through to completion</li> <li>Admit mistakes, misjudgements, or errors; immediately inform others when unable to meet a commitment; don't be afraid to speak up to do the right thing</li> <li>Do not pretend to have all the answers; actively seek out those who can help</li> </ul>
<b>R</b> RESPECTFUL 	<ul style="list-style-type: none"> <li>Be helpful, courteous and patient</li> <li>Remain calm, measured and balanced in challenging situations</li> <li>Show sensitivity to others' needs and be aware of your own impact</li> <li>Encourage others to talk openly and share their concerns</li> </ul>
<b>E</b> EQUITABLE 	<ul style="list-style-type: none"> <li>Value the perspectives and contributions of all and ensure that all backgrounds are respected</li> <li>Recognise that individuals may have different strengths and needs, and that different cultures may impact on how people think and behave. Be curious to find out</li> <li>Work to enact policies, procedures and processes fairly</li> <li>Be open to change and encourage open, honest conversation that helps foster an inclusive work and learning environment</li> <li>Remember that we all have conscious and unconscious bias; get to know what yours are, and work to mitigate them</li> </ul>



## Job Particulars

<b>Job Title</b>	<i>Nuclear Medicine Physicist</i>
<b>Pay Band</b>	<i>Band 7</i>
<b>Location</b>	The Nuclear Medicine Physics section runs offices embedded in the clinical Nuclear Medicine departments on two sites in the Trust (St Bartholomew's and the Royal London) and staff visit the Nuclear Medicine department at Whipp's Cross University hospital on a regular basis. The group also provide Nuclear Medicine physics services to Great Ormond St Hospital for Children. The post holder will be expected to work on all Trust sites and to travel to sites where external contracts are held.
<b>Reports to</b>	Head of Nuclear Medicine Physics
<b>Responsible to</b>	Director, Clinical Physics

### 1. Job Purpose

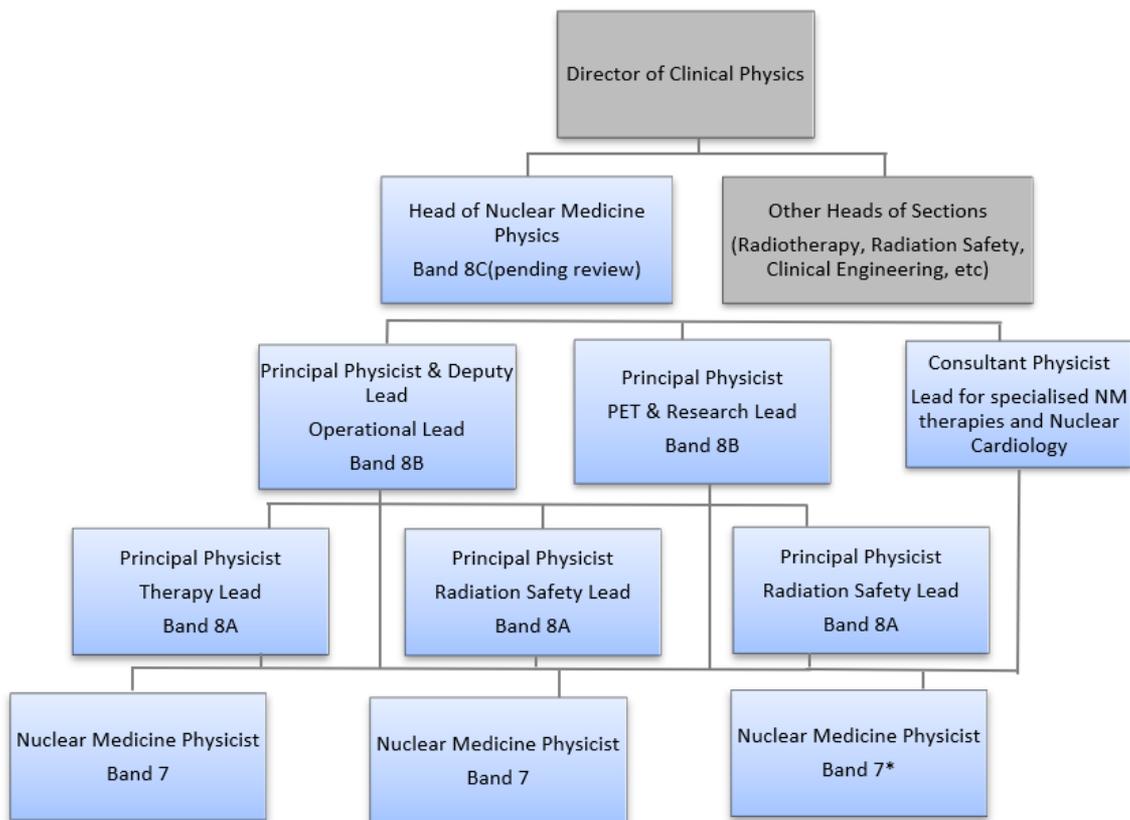
To play an active role in the provision of scientific services to Nuclear Medicine (diagnostic and therapeutic) to the Trust and to other organisations who have contracts with Clinical Physics. This is a permanent post. The post holder will be expected to carry out quality assurance measurements on imaging and other radiation detecting equipment, assist in commissioning of gamma cameras, assist in the running of the unsealed therapy service to the Trust, provide software quality assurance and assistance to the clinical department and provide radiation protection advice on daily matters within Nuclear Medicine. The post holder will be expected to work on all Trust sites and to travel to sites where external contracts are held.

### 2. Key Working Relationships

Internal	External
Head of Nuclear Medicine Physics and Other Physicists.	Nuclear Medicine team at Great Ormond Street Hospital
Cross-Site Lead Radiographer, Site/Modality Lead Radiographers and Nuclear Medicine Technologists/Radiographers.	
Clinical Lead, Nuclear Medicine Physicians and Radiologists	
Senior Sister Nursing and Nuclear Medicine Nurses.	
Radiopharmacy Team	



### 3. Structure Chart - \*this role



### 4. Main duties, responsibilities and results areas

#### 1. Clinical Scientific

1.1 To assist the physics team with the scientific work in the Nuclear Medicine Department, working closely with the other members of the multidisciplinary team to deliver the Nuclear Medicine service.

1.2 To become familiar with all aspects of the operation of hardware and software employed by the highly complex imaging and non-imaging equipment within the department.

1.3 To assist in the achievement of a high standard of patient data acquisition (imaging & non-imaging) and logging, data processing, transfer of data and archiving, with due regard to the Data Protection Act.

1.4 To participate in the introduction and evaluation of new imaging techniques and their implementation.

1.5 In accordance with clinical needs, to develop, test and document data processing



software and protocols for use by radiographers, Medical Technical Officers or Nuclear Medicine clinicians.

1.6 To develop procedures for testing and validation of purchased software for clinical use and to run annual software audits.

1.7 To assist with the supervision of routine daily quality assurance tests on the gamma cameras and radionuclide calibrator performed by technical / radiographic staff.

1.8 To participate in long term and non-routine quality assurance and calibration of highly complex equipment (SPECT/CT, PET/CT, radionuclide calibrators, gamma counters & gamma probes).

1.9 To assist in the tendering process and in the commissioning of new equipment.

1.10 To report immediately and log equipment faults and to log remedial actions taken, reporting equipment status to all relevant staff groups. To liaise with service engineers and operate a handover procedure for equipment returning to clinical use.

1.11 To assist with the calibration of radiation and contamination monitors.

1.12 To participate in in-vivo non-imaging investigations

1.13 To assist in the safe delivery of the therapeutic doses of unsealed radioactivity to patients referred for treatment, including acting as operator in the delivery of the dose & issuing advice to staff, patients and relatives/carers in regard to their safety.

1.14 To carry out organ & tumour internal radionuclide dosimetry.

1.15 To assist with stock keeping of radionuclides, record keeping for radioactive waste disposal and the management of the radioactive waste store.

1.16 Maintain a good working knowledge of relevant radiation safety legislation and guidance

1.17 To assist with the review and updating of risk assessments, Local Rules and written procedures.

1.18 To assist with the management of personal and environmental contamination monitoring and associated records.

1.19 To participate in the shipping of non-routine radioactive consignments from the Trust Radiopharmacy by road to other medical institutions.

1.20 Assist with the arrangements for radiation incidents and emergencies.

1.21 To be prepared to provide, under the instruction of clinical staff, general assistance and support to staff or patients in acute situations.

## **2. Managerial**

2.1 Keep careful records of all work performed and complete other appropriate records.

2.2 Prioritise own work in accordance with section policies

2.3 Carry out work according to section policies and procedures

2.4 Develop software testing protocols

2.5 Contribute to the development of equipment testing protocols.

## **3. Teaching, training**

3.1 Prepare and give lectures on areas of Nuclear Medicine Physics and Radiation





## 5. Working conditions

Criteria	Description
<b>Physical</b>	<p>Manual dexterity: ability to make measurements with a high degree of accuracy using sophisticated testing equipment.</p> <p>Standard keyboard skills</p> <p>Able to lift medium weight testing equipment frequently</p> <p>The post holder may be sat at a computer station for prolonged lengths of time.</p> <p>The post holder is required to travel between all Trust sites and to sites where external contracts are held frequently</p> <p>Able to stand for long periods</p>
<b>Emotional</b>	<p>Exposure to emotionally distressing circumstances possible when assisting with therapeutic service.</p>
<b>Working Conditions</b>	<p>Frequent work in areas where special precautions are needed to reduce radiation exposure</p> <p>Understanding of hazards posed by, and precautions needed with:</p> <ul style="list-style-type: none"> <li>• Ionising radiation</li> <li>• Radioactive sources and waste</li> <li>• Electrical hazards</li> </ul> <p>Frequent computer use</p>
<b>Mental</b>	<p>Able to concentrate frequently when subject to unpredictable working patterns and interruptions</p> <p>Able to concentrate for prolonged periods</p>

### NHS Manager's Code of Conduct

As an NHS manager, you are expected to follow the code of conduct for NHS managers (October 2002). [www.nhsemployers.org/](http://www.nhsemployers.org/)

### Safeguarding adults and children

Employees must be aware of the responsibilities placed on them to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager, consultant (October 2002). [www.nmc-uk.org/](http://www.nmc-uk.org/)



## Person Specification

Domain	Essential Criteria	Desirable Criteria
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• BSc (Hons) Physics or equivalent</li> <li>• MSc in Medical Physics or equivalent experience</li> <li>• MSC STP or equivalent experience.</li> <li>• Registered Clinical Scientist</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience in the areas of the use of ionising radiation in medical physics, medical imaging evaluation, radiation detection and measurement.</li> <li>• Practical handling of unsealed radioactive sources.</li> <li>• Able to perform standard Nuclear Medicine equipment quality control performance tests.</li> <li>• Proficient in Excel and Word: able to set up databases and spreadsheets and extract information.</li> <li>• Understanding of patient and staff risks arising from radiation exposure and of the image quality requirements for a range of diagnostic imaging procedures.</li> <li>• Able to produce written reports within a defined timescale</li> </ul>	
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Specialist knowledge in radiation and imaging physics as applied in medicine</li> <li>• Specialist knowledge of the techniques employed to</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of a programming language such as IDL, Visual Basic, C</li> <li>• Awareness of national standards, professional and other guidelines relevant to the</li> </ul>



	<p>measure the performance of a range of Nuclear Medicine and PET imaging equipment.</p> <ul style="list-style-type: none"> <li>• Knowledge of radiation protection legislation in healthcare and biomedical research</li> </ul>	specialist area
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Able to understand and operate a range of Nuclear Medicine equipment</li> <li>• Able to analyse complex data</li> <li>• Able to devise methods of analysing data</li> <li>• Able to work off-site alone according to SOPs and to use initiative in non-standard conditions.</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Ability to prioritise work</li> <li>• Able to work effectively as a member of a team</li> <li>• Good verbal and written communication skills</li> <li>• Able to communicate complex information to many different groups of staff, i.e. at a range of levels.</li> <li>• Able to present scientific papers at national conferences</li> <li>• Occasional requirement to work extended hours</li> <li>• Professional approach</li> <li>• Sufficient to perform the duties of the post with any aids and adaptations</li> </ul>	



## About Barts Health

Our group of hospitals provide a huge range of clinical services to people in east London and beyond.

We operate from four major hospital sites (The Royal London, St Bartholomew's, Whipps Cross and Newham) and a number of community locations, including Mile End hospital. Around 2.5 million people living in east London look to our services to provide them with the healthcare they need.

The Royal London in Whitechapel is a major teaching hospital providing local and specialist services in state-of-the-art facilities. Whipps Cross in Leytonstone is a large general hospital with a range of local services. Newham in Plaistow is a busy district hospital with innovative facilities such as its orthopaedic centre. Mile End hospital is a shared facility in Mile End for a range of inpatient, rehabilitation, mental health and community services. And St Bartholomew's in the City, London's oldest hospital, is a regional and national centre of excellence for cardiac and cancer care.

As well as district general hospital facilities for three London boroughs, Tower Hamlets, Waltham Forest and Newham, we have the largest cardiovascular centre in the UK, the second largest cancer centre in London, an internationally-renowned trauma team, and the home of the London Air Ambulance. The Royal London also houses one of the largest children's hospitals in the UK, a major dental hospital, and leading stroke and renal units.

We're also proud to be part of UCLPartners, Europe's largest and strongest academic health science partnership. The objective of UCLPartners is to translate cutting edge research and innovation into measurable health gain for patients and populations through partnership across settings and sectors, and through excellence in education.

