

1. JOB IDENTIFICATION

Job Title: **Radiology Nurse**

Responsible to : Radiology Charge Nurse

Department(s): Clinical Radiology

Directorate: DATCC

Operating Division: Acute Services

Job Reference: 041432

No of Job Holders:

Last Update : 05/02/2020

2. JOB PURPOSE

As part of a multidisciplinary interventional radiology team, the post holder will have responsibility to ensure the delivery of high quality treatment to patients by participating in the roles as scrub, circulating and anaesthetic nurse as appropriate to ensure a safe and timely progression through the department. This will involve assessment of care needs, the development of programmes of care, the implementation and the evaluation of post procedural Instructions and follow up arrangements.

In the absence of the Deputy / Charge Nurse the post holder may be required to provide cover to ensure effective operation of the department.

3. DIMENSIONS

Responsible for safe use of expensive equipment

Clinical Areas

Interventional Imaging, CT and MRI

Clinical Activity:

Approximately 120,000 examinations per annum

Staffing responsibilities:

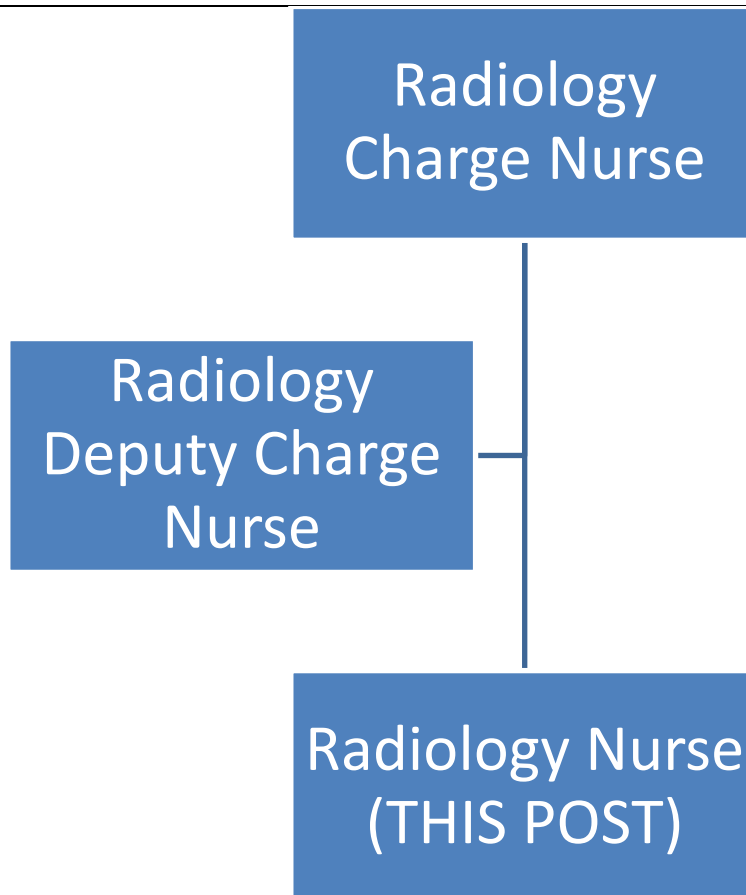
Supervision and mentoring of junior staff and student nurses

Financial/Budgetary:

Ordering of supplies

The postholder is employed within NHS Lothian and there may be a requirement to work flexibly across Lothian to meet service demands.

4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

To provide high quality, efficient and effective Interventional Radiology services to the population of Lothian and South East Scotland.

Interventional Radiology is a vital part of the treatment plan of patients. Reports of these examinations are provided to referring Clinicians to assist in providing an accurate diagnosis of the patient's condition in order to decide on an effective course of treatment.

The departmental clinical governance strategy ensures a high standard of care for patients undergoing radiological examination and promotes multidisciplinary team working.

Provide an environment suitable for the training and education of student radiographers and student nurses on clinical placement

6. KEY RESULT AREAS

1. To act as scrub, circulating and anaesthetic nurse in a general/vascular Interventional environment which includes clinical monitoring, assessment of patients, plan their care, implement and evaluate programmes of care and consult / involve patient / carers at all stages of the patient's journey to ensure patients receive a high standard and safe delivery of treatment.
2. Provide reassurance to patients by way of clear explanation as to the nature of a procedure where there may be barriers to understanding i.e. patients with learning disabilities or neurological conditions.
3. To organise own workload and workload of others within the team to ensure the patients care needs are met and systems of teamwork are maintained.
4. To lead the nursing team, in the absence of the Deputy / Charge Nurse and act as a source of advice to ensure smooth organisation so patients and their relatives receive a high standard of prescribed care.
5. To support, guide and direct junior members of the team to appropriately provide holistic nursing care for patients whilst in the department.
6. To contribute to the arrangements for patient admissions and ward transfers so that patients are admitted according to the department procedures and ward transfers are fully planned.
7. To implement and maintain, as part of the multidisciplinary team, policies, procedures, standards and protocols of the clinical area to ensure adherence to, and delivery of the highest level of patient care at all times.
8. To participate in audit systems to monitor the delivery and standards of care given to patients and their families.
9. To have an overall awareness of potential risks within the interventional radiology theatre area assessing these at all times (including patient behaviours and working environment) to ensure the health and safety of patients, visitors and staff and compliance with the Ionising Radiation (Medical Exposure) Regulations IR(ME)R 2017 and other related legislation and guidelines.
10. To have direct involvement in the provision of education and development of pre-registration, appropriate post-registration students and other members of the multidisciplinary team to ensure that appropriate learning opportunities are provided and students feel supported.
11. To order supplies ensuring that resources are used appropriately and efficiently at all times.
12. To maintain effective written and verbal communications with patients, relatives and other members of the multidisciplinary team to ensure patient needs and ongoing care are met and appropriate information is shared and documented.
13. To develop within the post by expanding knowledge and skills to ensure continuous professional development and the delivery of evidence-based practice.

14. To support NHS Lothian's values of quality, teamwork, care and compassion, dignity and respect, and openness, honesty and responsibility through the application of appropriate behaviours and attitudes.

7a. EQUIPMENT AND MACHINERY

The following are examples of equipment which will be used when undertaking the role:

General Equipment:

Beds, trolleys, wheelchairs, pat slides, glide sheets, hoists, PC

Specialist Equipment:

Infusion devices, glucometers, suction equipment, patient monitoring equipment, AED defibrillator, cardiac monitoring equipment.

Interventional Radiology Equipment:

Angiography wires and catheters, angioplasty balloons, intravascular stents, embolisation coils and particles, biopsy needles.

Note: New equipment may be introduced as the organisation and technology develops, however training will be provided.

7b. SYSTEMS

The following are examples of systems which will be used when undertaking the role:

1. Trak (Radiology Information System) – access, enter and update patient data.
2. Risk assessment and incident reporting systems
3. Access the Internet and Trust intranet for relevant information for personal and professional development and research within statutory guidelines
4. Microsoft word and Excel to create documents and tables for audit, research etc.
5. Stock system

Note: New systems may be introduced as the organisation and technology develops, however training will be provided

8. ASSIGNMENT AND REVIEW OF WORK

Workload is determined by the demands of the service.

The post-holder will work without direct supervision and will delegate work to other members of the nursing team as necessary.

The post holder's work will be assigned by the line manager although the post holder will manage their own daily workload.

The post holder will be responsible to the Deputy / Charge Nurse for clinical guidance and professional management, work review and formal appraisal of performance.

Participate in the appraisal process through Personal Development Planning and review.

9. DECISIONS AND JUDGEMENTS

The post holder is expected to clinically assess patients to establish any changes, inform other members of the multidisciplinary team as necessary and plan subsequent care.

The post holder is expected to anticipate problems in meeting patients' care needs and resolve them autonomously / within the nursing team or seek advice from a more senior nurse.

In the absence of the Deputy / Charge Nurse allocates work and deployment of staff.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

1. Working independently out of hours as part of an on-call Radiology service.
2. Busy radiology department with continually changing lists, which are altered according to urgency and capacity.
3. Cases frequently added at very short notice due to their urgent nature.
4. Seeking local resolution to complaints from patients and relatives and advising on the formal complaint procedure if required
5. Responding to acute changes in a patients clinical condition whilst undergoing a interventional procedure ensuring patient safety at all times.

11. COMMUNICATIONS AND RELATIONSHIPS

Internal:

The post holder will be expected to communicate and liaise with the patient and their relatives in the provision of care where there may be barriers to understanding due to e.g. major trauma, stroke and terminal illness.

The post holder will be expected to communicate and liaise with the multidisciplinary team involved in the provision of care within the Radiology Department and in the ward areas.

Communicate with the Radiology Charge Nurse regarding patient condition, workload issues and personal development.

Communicate with other relevant departments which will include Estates, Supplies, Human Resources, Fire Officer, Infection Control, Education Departments, Health and Safety and Risk Management regarding issues in clinical area and personal development.

External:

Scottish Ambulance Service regarding patient transport.

Out- patients regarding advice for procedure preparation.

Health boards out with NHS Lothian with regards to patient transfer and repatriation.

12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

Physical Skills:

Skills required undertaking clinical interventions e.g. administer intravenous injections and or intra-muscular injections, syringe pumps and infusions, insertion of urinary catheters, wound management. (This list is not exhaustive and will vary depending on clinical area).

Physical Demands:

Standing for periods of up to 4 hours whilst wearing a lead apron (weight 5 to 6 kg) for radiation protection (daily).

Patient movement with use of mechanical aides, manoeuvre patients.

Push trolleys, wheelchairs.

Stand/walking for the majority of shift.

Mental Demands:

Concentration required when checking documents including prescriptions; updating patient records.

Frequent interruptions from patients / relatives / team members.

Concentration required when observing patient behaviours which may be unpredictable.

Emotional Demands:

Communicating with distressed / anxious / worried patients and relatives.

Communicating with and caring for patients who have reduced understanding and insight due to cognitive impairments.

Caring for patients and supporting relatives following receipt of bad news.

Caring for the terminally ill.

Supporting junior staff / colleagues in the work environment.

Working Conditions:

Exposure to body fluids, faeces, emptying bed pans/urinals, catheter bags (several times each shift).

Potential exposure to verbal and physical aggression from patients and relatives / other visitors.

13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

First Level Registered Nurse (adult) demonstrating the appropriate competencies and skills for the job

Evidence of post registration clinical experience which is transferable/relevant to working in a Radiology department e.g. meeting with patients before surgical procedure, post operative care of patients undergoing surgical intervention

Evidence of team working skills with ability to work using own initiative.

Effective listening and interpersonal skills.

14. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each job holder to whom the job description applies.

Job Holder's Signature:

Date:

Head of Department Signature:

Date: