

#### **JOB DESCRIPTION**

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| JOB IDENTIFICATION |
| Job Title: Band 6 Senior Radiographer    Responsible to: X-Ray Clinical Service Manager  Reports to: Lead Radiographer    Department(s): Radiology  Directorate: WC&CS  Operating Division: Fife Acute  Job Reference:  No of Job Holders: 4  Last Update (insert date): 08 |

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| 2. JOB PURPOSE |
| Using a high level of skill and knowledge in one or more of CT, General (including theatre and fluoroscopy), RNI radiography, provide a high-quality diagnostic imaging service as a senior part of the radiology team.  Justify and perform CT and/or general radiographic examinations, providing direct care to assist in the management of patients referred from clinicians and other referrers.  Supervise and train radiographers, student radiographers and support workers ensuring continuity of service delivery.  Undertake quality assurance and clinical governance processes.  Participate in and support ancillary departmental activities, for example health and safety, risk management, radiation protection, student support, audits. |

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| **3. DIMENSIONS** |
| **General:**   * Demands for diagnostic Imaging are generated by the specific needs of each clinical area. Images must be suitable for diagnosis and archived on PACS. * Lead Radiographer will be available on a daily basis to provide advice when required during core working hours. * Lead Radiographer will agree an annual personal development plan.   **Clinical areas:**   * CT, General, Fluoroscopic/Theatre, Nuclear Medicine, and other areas depending on experience and service needs. * Patients referred from A&E, GP, Out Patients, In Patients. * Service covers imaging patients from neonatal to geriatric, including individuals who have varying degrees of ability and understanding.   **Clinical activity:**   * Approximately 225,000 examinations per annum across all sites.   **Clinical provision:**   * Outpatient and GP service. * Acute service General Theatre and CT - 24 hours, 365 days per annum. Service covers trauma patients, urgent/emergency patients. * During out of hours periods, and when working at outlying hospitals, the post holder may work without supervision.   **Staff Responsibility:**   * Participate in the training / mentoring and induction of new staff members. * Participate in the supervision and training of student radiographers on clinical placement. * Direct and supervise the workload of radiographers and support workers. * Deputise for Band 7 radiographers. |

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| 4.ORGANISATIONAL POSITION |

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| 5. ROLE OF DEPARTMENT |
| * Provide a high quality, efficient and effective imaging service fife wide * Diagnostic imaging equipment is used to carry out radiological examinations on patients and reports are provided to referring clinicians. The report assists the referrer in providing a diagnosis of the patient’s condition in order to decide on an effective course of treatment and care. * The departmental clinical governance strategy ensures a high standard of care for patients undergoing radiological examination and promotes multidisciplinary team working. * Provide a suitable environment for the training and assessment of student radiographers. |

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| 6. KEY RESULT AREAS |
| It is the post holder’s responsibility to minimise radiation dose to staff, patients, the general public and self. Radiology is a rapidly changing environment. Advances in technology and techniques require the post holder to continuously update knowledge and skills.  **Clinical**  Act independently in the assessment of referrals for X-Ray examinations, taking full responsibility for the justification of general X-Ray examinations to reduce unnecessary ionising radiation exposure of patients in accordance with IR (ME) R 2017.  Maintain a high level of expertise in the safe operation of highly complex x-ray equipment, including regular equipment testing and managing faults effectively.  Undertake radiographic procedures in a variety of situations throughout acute and primary care over a 24-hour period, working independently when required.  Prioritise workload depending on the severity of the patient’s condition and whether diagnostic imaging will have a direct impact on their management.  Perform specialised procedures (once the required level of competency has been achieved) in one or more modalities.  Clinically and technically evaluate images and determine the need for further images based on that assessment.  Provide advice to clinicians on images, either verbally or by use of the electronic “Commenting System” identifying possible pathology.  Communicate effectively as part of the radiology team to provide a high-quality imaging service.  Communicate with fellow healthcare workers to ensure efficient and effective delivery of care.  To care for the needs and welfare of every patient.  Adapt technique to accommodate the varying physical needs of each patient.  Utilise interpersonal skills associated with gaining patient compliance, accommodating the varying emotional needs of each patient. The result being an optimal image under the circumstances - with minimal dose – to aid diagnosis.  Input detailed patient data (demographic / image) thus maintaining accurate patient records.  Maintain the knowledge and skills associated with current advances in technology and diagnostic techniques.  Undertake intravenous cannulation / administration for patients requiring contrast media injections (following the required training and assessment of competence).  Constantly maintain a safe working environment.  **Managerial**  Exercise personal responsibility and make decisions in complex and unpredictable circumstances e.g. Imaging in ED and theatre during a multiple trauma situation.  Delegate appropriate tasks and supervise radiographers and support workers within Radiology.  Be actively involved in departmental clinical governance, including audit and quality assurance.  Contribute to and participate in the training schedule for radiographers, student radiographers and support workers.  Deputise for Band 7 Radiographer.  Contribute to the departments commitment to professional / organisational policies and procedures such as:   * IR(ME)R * IRR * Local Radiation Protection Procedures * Professional Codes of Conduct. * Incident reporting * Health and Safety at Work. * Data Protection * Clinical Governance.   **Educational**  Participate in mandatory training and actively pursue Continuous Professional Development keeping an up to date personal record in accordance with HCPC requirements.  Maintain knowledge of technological and technical advances in methods of diagnostic Imaging in order to promote a culture of continuous improvement within the department.  Develop knowledge and understanding within evidence-based framework and transfer to situations encountered in practice.  Maintain / update skills as necessary to achieve the required competency level. |

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| 7a. EQUIPMENT AND MACHINERY |
| Diagnostic equipment including but not limited to:   * Multi slice Computed Tomography (CT) scanner, including table and gantry operator console, with post processing workstation. * High pressure CT injector. * General purpose x-ray equipment * Dedicated Fluoroscopy units for general and interventional work * Mobile X-Ray units for ward and theatre Radiography * Mobile Image Intensifiers for Theatre / Coronary Care Fluoroscopy * Orthopantomogram (OPG) unit for dental and Maxillo Facial / Orthodontic referral * Intra Oral dental unit.   Accessory Equipment   * Dental CR Processor * Wireless or cabled DR plates * Computerised Radiography (CR) imaging plates and CR “imaging plate readers” * Computers and printers. * Stationary grids and cassette holders * A variety of immobilisation / support devices such as foam pads and bucky bands * Patient Hoists / Aids * Patient wheelchairs / trolleys * Oxygen cylinders |

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| **7b. SYSTEMS** |
| Radiology Information System (RIS) for patient registration, link to PACS and data management.  Computerised Radiography (CR) System including image manipulation and storage software.  Picture Archive and Communication System (PACS) for storage, access and transfer of images.  NHS Fife network.  Software programmes including Microsoft Office, Teams. |

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| 8. ASSIGNMENT AND REVIEW OF WORK |
| Demands for diagnostic imaging are generated by the specific service needs of each clinical area from across the board. Images must be suitable for diagnosis and archived on the PACS.  Lead radiographers and consultant radiologists will be available to provide review and support.  Lead radiographers will delegate other non-clinical tasks.  Lead Radiographers will undertake Turas appraisal and agree an annual performance development plan. |

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| **9. DECISIONS AND JUDGEMENTS** |
| Freedom to act  Assess and understand a wide range of clinical information from a variety of disciplines and to critically evaluate it’s relevance in relation to the post holders specialty.  To manage time effectively ensuring maximum patient throughput and quality of service.  Prioritising workload according to patient and service needs.  Problem solve in conjunction with colleagues.  Be accountable for own professional actions.  Consider mechanism of injury / illness and decide upon appropriate images to achieve best possible diagnostic outcome.  Assess mental, physical and emotional condition of patient prior to examination. Technique may need to be adapted to suit these conditions in order to minimise risks and achieve best possible diagnostic outcome.  Assess condition of patient to determine if an adverse reaction has occurred after “contrast” medium has been administered.  After examination ensure patient understands procedure for receiving results and is well enough to be discharged from the department.  Be aware of how quickly, controlled and stable situations can soon become an emergency, or life threatening and can respond with speed and accuracy to minimise delays in treatment/diagnosis.  Can recognise abnormal appearances on images and make a decision on whether further imaging is required.  Assess images for diagnostic quality.  Assess and document student radiographer’s competency.  Delegate tasks to radiographers and support staff to achieve the desired quality of patient care and service delivery.  Provide leadership and supervision to more junior grades of staff in difficult situations such as very busy periods and with patients requiring more complex examinations.  Plan and prioritise patient workload. |

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| 10. MOST CHALLENGING / DIFFICULT PARTS OF THE JOB |
| Many patients attending for either CT or plain film imaging are very anxious requiring a caring approach whilst also working quickly and efficiently to produce high quality diagnostic images.  Maintain high levels of accuracy at all times to reduce risk of unnecessary irradiation.  Daily, be prepared to operate imaging equipment in differing and demanding environments.  Being able to manage an unpredictable workload effectively and interact successfully with fellow health care professionals and patients.  Combining training in new techniques or newly procured equipment with normal patient workload.  Daily, to cope with the mental and physical demands of working in acute areas. Patients are often terminally ill and have poor mobility. Compliance with scanning requirements is often difficult. Claustrophobic patients in CT require specialist care to undertake their examination.  Directly supervise and train radiographers, student radiographers and support workers whilst maintaining a high throughput of patients.  Multi-tasking, and re-appraising and prioritising workload.  Work in unpleasant conditions where there is direct contact with bodily fluids, and infectious diseases.  Be aware of how quickly controlled and stable situations can escalate to become an emergency or life threatening.  Exposure to cases where the patient’s prognosis is poor.  Administration of intra venous contrast involves a high level of responsibility and knowledge (additional training required). |

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| **11. COMMUNICATIONS AND RELATIONSHIPS** |
| **Patients**   * On-going requirement to provide information by explanation of often-complex procedures, listening to the patient’s requirements in order to encourage compliance with the imaging process e.g. concerns over radiation dose or regulations regarding pregnancy. (Daily) * Some patients will have a barrier to understanding or be unable to communicate. The post holder must try to allay fears by ensuring that patients have the benefit of informed choice. (Every patient) * Providing and receiving highly complex and sensitive information, e.g. dealing with non accidental injuries in children (Frequently) * Patients will have injuries or illness that will require the adaptation of the imaging technique, utilisation of developed motivational and persuasive skills to acquire correct position and reduce mobility to produce an acceptable diagnostic image. (Daily) * Provide reassurance as to the necessity of a CT examination involving a risk associated with the harmful effects of ionising radiation (Daily) * Communication skills are adapted to meet the needs of patients who may be anxious, aggressive or intoxicated, with a variety of mental and physical disabilities, in pain or with language barriers. These barriers must be overcome by using clear, comprehensive, sympathetic and persuasive skills. (Daily) * Obtaining informed consent is an essential aspect of any CT examination, especially when the examination requires an injection of contrast media, or is an interventional procedure. * Advise and assist Radiographers or support workers on any of the above.  Relatives/Carers  * Provide reassurance and receive information. (Frequently) * Provide information using tact and diplomacy in the context of the standards of professional and personal conduct and within the regulations of the Data Protection Act. (Daily) * Ask for assistance with, and instruct in methods of immobilisation, maintaining Radiation Protection. (frequently) * Receive informed consent from relatives to continue with an examination when a patient is unable to communicate. (Occasionally) * Advise and assist Senior Radiographers, Radiographers or support workers on any of the above.   **Radiography Staff (internal/external)**   * Consult Senior Staff for advice. (Occasionally / frequently depending on clinical area) * Communicate with all staff on any aspect affecting daily management of the department. (frequently) * Discuss department policies and suggest improvements. (Occasionally) * Delegate tasks to Radiographers, Radiographic Assistants and porters. (Daily) * Pass on information relating to patient transfer to colleagues. (Daily) * Work closely with radiology nursing staff when appropriate. (Frequently / Occasionally depending on clinical area) * Consult with radiologists for advice. (Frequently / Occasionally depending on clinical area) * Advise and assist Radiographers or support workers on any of the above.  Medical Staff/Nurse Practitioners  * Query incorrect or unnecessary referrals in order to reduce patient radiation dose. (Frequently) * Liaise with medical / nursing staff, e.g. to ensure patients arriving at allocated time are correctly prepared for examination and that the appropriate mode of transport is used. (Frequently) * Provide advice on guidelines for relevant CT examinations.(Occasionally) * Provide indication as to presence of pathology (Frequently) * Seek help and advice when appropriate. (Occasionally) * Work in conjunction with consultant / theatre staff. (Occasionally) * Advise and assist Radiographers or support workers on any of the above.  Student Radiographers  * Decide whether the Student is capable of performing an examination safely with the patient’s consent and after suitable tuition. (Frequently) * Advise the student as to the best professional practice in any situation. (Frequently) * Providing constructive criticism to student radiographers as part of the training / assessment process. (Frequently) * Advise and assist Radiographers or support workers on any of the above.   Other hospital staff   * Liaise with porters / ambulance staff, regarding patient transfers. (Daily) * Admin and clerical staff regarding patient data. (Daily) * Security staff, during daytime or out of hours, when issues of staff or patient safety may be   Compromised. (Occasionally)   * Advise and assist Radiographers or support workers on any of the above.   **Other external staff**   * Service engineers. (Frequently) * Medical physics and Physicists. (Occasionally) * Liaise with relevant Education Institutes (Occasionally) * General Practitioners. (Occasionally) * Advise and assist Radiographers or support workers on any of the above. |

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| **12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB** |
| **Physical Skills:**   1. Positioning of patients demands a high degree of accuracy to minimise radiation dose i.e. avoid repeat exposure and to demonstrate the correct anatomical features required. 2. Sitting daily in a VDU environment 3. Have the expertise to handle and operate highly specialised and expensive equipment. 4. Highly developed hand-to-eye coordination is required to manipulate imaging equipment / images. 5. Following the appropriate training to perform intravenous cannulation / administration for patients undergoing examinations requiring contrast media. 6. Trolley setting under aseptic techniques (used for interventional / biopsies) 7. Be able to work with speed and accuracy when performing scans on confused or critically ill patients. 8. Possess keyboard skills for the entry of data into the RIS, CR and PACS. 9. Load and operate the high-pressure pump injector required for CT examinations. 10. Basic life support skills. 11. Manual handling skills.   **Physical Demands:**   1. Maintain a level of physical fitness to maintain an effective pace of working throughout the whole shift. 2. The majority of the working day / night are spent standing, walking or bending. 3. Frequent transfer of patients from trolleys, beds and chairs onto imaging equipment requires the use of safe lifting and handling skills, using mechanical aids when required. 4. Manoeuvre patients on trolleys, chairs, beds and medical gas cylinders from the waiting area to the scan room and back frequently throughout the day and single handedly out of hours. 5. Maintain a high level of alertness to ensure safe working practices are maintained at all times including out of hours shifts. 6. Moving heavy equipment.   **Mental Demands:**   1. Due to the extremely technical and specialist nature of CT a high level of concentration is required throughout all shift periods. 2. Working within a pressurised and busy environment whilst maintaining high concentration levels on patient care. 3. Providing supervision / direction to other staff while carrying out personal caseload. 4. Prioritising workload requires diplomatic skills in discussion with referrers from a variety of clinical areas. 5. When carrying out “out of hours” CT scans, single handedly taking responsibility for the entire CT service in the Victoria Hospital, managing patients and equipment. 6. Should imaging equipment malfunction during an examination (for example during an out of hours CT scan), evaluate the situation and provide an immediate solution. This can lead to a highly stressful and demanding episode. 7. When deputising for the Lead CT Radiographer takes responsibility for day to day service delivery.   **Emotional Demands:**   1. Perform radiographic examinations and care for terminally ill patients. 2. You must posses a sensitive and caring approach during frequent work with terminally ill and anxious patients utilising counselling and empathy skills as necessary. 3. Ability to deal with highly distressing/emotional circumstances e.g. sudden collapse, attempted suicide, RTA’s, not only involving the patient but relatives and friends, also communicating complex and sensitive information in a manner which is consistent with their level of understanding, culture and background. 4. Perform examinations on non-accidentally injured babies and children within presence of the parent 5. The post holder will deal with a variety of patients (neonates, geriatrics, prisoners etc) some of whom may require extremely sensitive handling. The nature of this referral pattern can lead to unpredictable emotional demands. 6. Exposure to verbal abuse. 7. A risk of exposure to physical abuse from patients who may be confused, disorientated etc   **Working Conditions:**   1. Exposure to bodily fluids, blood borne infections, parasites, MRSA and unpleasant odours frequently throughout all shifts. 2. There is frequent potential for needle stick injuries so safe working practices must be maintained during cannulation of all patients, including those with Hepatitis and HIV etc. 3. Risk of exposure to Ionising Radiation. 4. Moving from cold air-conditioned areas to hot air conditions in the working areas. 5. Working constantly in artificial lighting with little or no natural daylight. 6. Periods of time spent processing data using visual display units. 7. Working with equipment which has constant low level noise. |

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