NHS Grampian

Agenda for Change Job Description

SECTION 1

JOB IDENTIFICATION	
Job Title:	PET CT Nuclear Medicine Technologist
Department(s):	Nuclear Medicine, Physical Sciences
Location:	Nuclear Medicine
Hours:	37 hours per week
Contract:	Permanent
Salary:	Band 6 (£39,912 - £48,635)
Job Ref:	EG204948

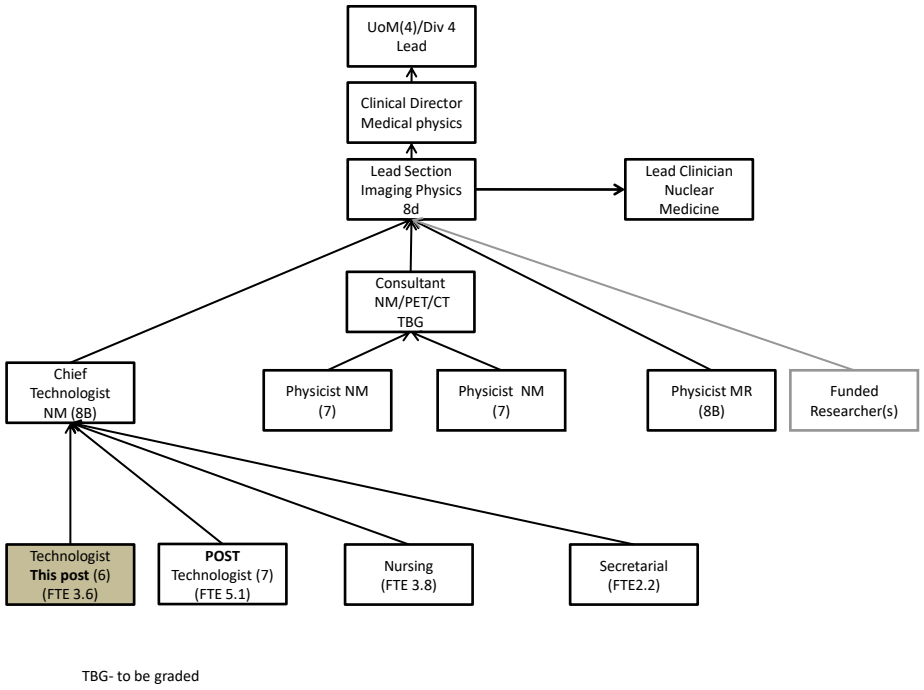
SECTION 2

Job Purpose - the reason why the post exists. This should be a **brief statement**. It should not list all the tasks.

1. To be a team member and to deliver a Nuclear Medicine and PET/CT and advanced multimodal three dimensional structural imaging services.
2. To intravenously administer of radiopharmaceuticals and contrast media to patients and carrying out a variety of diagnostic investigations.
3. To administer of radiopharmaceuticals to patients for therapeutic purposes.
4. To operate complex multi modality imaging equipment.
5. To operate complex post processing imaging analysis programs for diagnostic use.

Organisational Chart (Please identify this post clearly in the structure – as a minimum show 2 levels above and 2 levels below (where relevant).

The post to be graded is shaded and is provisionally included as a band 6.



TBG- to be graded

Please refer to appendix B(i) for definitions

1	**Communication and relationship skills** In general, communication takes place on a daily basis with patients, relatives, carers, hospital staff and external agencies such as GP practices and other hospitals, face to face, by e-mail and by phone. **With departmental staff:** Assists the NM PET CT Management team to ensure good communication and effective team working between staff in departments. Assists to introduce occasionally contentious changes to working practices through discussion with staff, listening to problems/issues and negotiating acceptable solutions. **With patients, relatives and carers:** Provide information by explanation of the complex and often lengthy procedures that involves the risk of ionising radiation, listening to and acting upon the patient's physical and emotional requirements in order to encourage compliance with the procedure. In particular patients with difficulty understanding, communicating and complying with requests (learning difficulties, physical disability, dementia, non-English speaking). Use motivational and persuasive skills to produce an acceptable diagnostic image in such patients. Use reassurance to explain the benefits of a procedure involving radiopharmaceutical administration and to overcome the fears associated with ionising radiation. **With other hospital staff:** Use tact when querying incorrect or unnecessary referrals in order to reduce or avoid unnecessary radiation dose. To provide clear advice on patient preparation for investigations advice on radiation protection issues prior to and following investigations to all staff groups.
2	**Knowledge, training and experience** **Experience:** Post-qualification experience (>2 years) is required in 3 dimensional imaging techniques. **Other relevant experience:** Experienced in intravenous and administrations. **Knowledge and Training:** The post requires a level of expertise and training in the practical delivery of the procedures required to provide a large scale, wide ranging advanced imaging service. Experience in the operation of the complex imaging, computing and peripheral equipment used to provide the service. Knowledge of anatomy, physiology and disease processes sufficient to allow requests for procedures and their relevance to be understood. Good understanding of the physics of imaging, including the principles of the operation of imaging, counting and other equipment. Familiarity with the legislation governing ionising radiation. Has sufficient knowledge of the risks and benefits of ionizing radiation and other diagnostic procedures. The post holder participates in a continuous professional development program to keep up to date with advances in this specialist field.
3	**Analytical and judgemental skills** The post holder will work within the overall work processes defined within the department and within the score of the use of ionising radiation

	regulations. However, within this, there is significant scope for independent action in dealing with the routine delivery of the service. This may involve making judgements on complex facts which require analysis. This may not be straightforward and there could be a range of options open to the postholder to consider. The post is not directly supervised and the postholder must demonstrate initiative and sound judgement in making decisions regarding working priorities. The post holder is accountable for their own professional actions when working independently and is expected to assess situations and make judgements in the following context; Balances the requirement for emergency studies with those of scheduled procedures; Exercises judgement about the level of information the patient can be given; Recognises faults in equipment and relays information to scientific staff and service engineers; Exercises initiative to ensure scheduling priorities and other conflicts are resolved; Balances the potential clinical information obtainable against what the patient is safely able to do; Judges whether requests for procedures can be authorised under the IRMER Regulations using defined criteria; Judges when external medical help is required to deal with a patient whose condition has deteriorated; And judges, in the first instance, how to deal with radiation incidents (spillages etc.) and reports appropriately.
4	**Planning and organisational skills** The post holder will not be directly supervised and is required to plan and organise their day to day work in order for the service to be delivered effectively. The post holder is expected to plans, prioritises and schedules their workload and organises the response to unplanned or urgent requests; Plan the 'real time' imaging process with a view to optimising service delivery and patient safety; Organise and assigns work to nursing and clerical staff where appropriate.
5	**Physical Skills** Skills to safely manoeuvre wheelchairs, trolleys, hoists and other test equipment. Performs intravenous injections (sometimes while patient in scanner and access is difficult and timing is important). Accurate hand eye coordination and manual dexterity required for blood samples manipulation and administering intravenous injections to patients speed and accuracy when handling radiopharmaceuticals to minimise radiation doses**.**
6	**Responsibilities for patient/client care** The post holder is responsible for a clinical technical imaging procedures; The post holder is responsible for performing this procedures in a safe and effective manner, within the confines of the legislation and guidelines, in particular the minimisation of ionising radiation to the patient and others. To provide advice clinical technical service to patients, carers, and co workers in respect to these procedures.
7	**Responsibilities for policy and service development implementation** The post holder is expected to implement policy (local rules) and changes in policy and service development in their own work practices.

	The post holder is also expected to ensure that others also comply.
8	**Responsibilities for financial and physical resources** The post holder is responsible for the safe and responsible use of highly complex imaging equipment. This equipment has a value of >1000k in some cases and is the key physical resource for the department. The post holder also has responsibility for the safe and appropriate use of the accommodation. The post holder is responsible for ensuring adequate stocks of consumables are maintained within the department.
9	**Responsibilities for human resources** The post holder is expected to demonstrate and supervise students and less experienced trainees in their own work area.
10	**Responsibilities for information resources** The post regularly (many times a daily) requires the holder to use a range of complex software processing tools to create reports, quantify examination, create documents and manipulate images. The post holder is required to achieve, their own, clinical and organisational data in line with the appropriate legislation.
11	**Responsibilities for research and development** To participates in clinical trials/research activities. To ensure that all research protocols are implemented and the appropriate GCP procedures are implemented.
12	**Freedom to act** The post holder will work single handed within the overall work processes defined within the department. However, within this, there is significant scope for independent action for dealing with the delivery of the service. The workload is managed and requires initiative and sound judgement in making decisions regarding patient's well being, examination integrity, safety and service efficiency (daily).
13	**Physical effort** Patient movement with use of pat slide (around 1 per day), push trolleys, wheelchairs (many times per day) Patient movement on/off imaging equipment (daily). Manoeuvring heavy phantoms and scanning tables (daily). In almost all cases speed is of the essence due to the radiation exposure received as a consequence of handling radioactive patients.
14	**Mental effort** The post holder must be capable of working effectively when under pressure brought about by a busy department. The post holder must be able to work effectively with frequent interruptions requiring tasks to be changed to meet urgent needs. Assists in the process of balancing conflicting requirements for resource use (e.g. emergency vs scheduled procedures). Calculation of radioactive decay to ensure correct amounts of radioactivity is administered to the patient. Care and concentration required when checking patient details prior to administration of radiopharmaceuticals. Operates complex imaging equipment and computing systems. Possess basic skills to use information technology to operate such systems as e-KSF. Supervise relatives and visiting staff

	to ensure that the radiation protection rules are being followed.
15	**Emotional effort** The post holder must be able to communicate effectively with distressed/anxious/demented patients/relatives (daily). The post holder must be able to cope with the care of the terminally ill (daily but generally self caring patients), patients following receipt of bad news**,** patients with severely challenging behaviour (less than 1/month) and patients waiting for extended periods (daily).
16	**Working conditions** The post holder must be aware of the exposure to radiation the job involves (daily) and be able to handle blood samples (weekly)**.** Exposure to verbal aggression (rare) exposure to physically aggressive behaviour (rare) and the possible risk of needlestick injuries when performing intravenous injections and withdrawing venous blood samples (daily) are also conditions that may occur.

NHS GRAMPIAN
PERSON SPECIFICATION

The Person Specification should meet the demands of the job and comply with current legislation. Setting unnecessary standards may, for example, unfairly discriminate against one sex, the disabled or minority racial groups. Applicants should be assessed in relation to their ability to meet the real requirements of the job as laid down in the job description. Shortlisted candidates **MUST** possess all the essential components as detailed below.

POST/GRADE: **Technologist/Radiographer Band 6 (Medical Imaging)**
LOCATION/HOSPITALS: **NHS Grampian/ARI**
WARD/DEPARTMENT: **Nuclear Medicine/PET-CT**

Person Specification – Technologist/Radiographer in Nuclear Medicine

ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications	• A university or equivalent graduate with a 1st or 2nd class honours degree (or equivalent) in an appropriate subject. • Completion of the IPEM Clinical Technologist training Scheme focused on Nuclear Medicine	• Health & Care Professions Council (HCPC) registration. • Membership of the College of Radiographers • Member of IPEM
Experience	• >2 years' experience in medical imaging in a patient facing role. • Knowledge across the full range of working procedures and practices in imaging with ionizing radiation. • Training on and practical experience with a range of 3 dimensional imaging. • Understanding of patient and staff risks arising from exposure to ionising radiation. • Good general IT skills including the use of Excel, Word etc. to set up documents and spreadsheets, data bases and extract information.	• A wider experience and knowledge of other imaging modalities • Training on and practical experience with a range of multi modal imaging • Good working understanding of relevant legislation, national standards, professional and other guidelines, including: *IRR, IR(ME)R, RSA, ARSAC, COSHH*. • Experience of public speaking to small groups. • Experience of working with patients with dementia.
Special Aptitude and Abilities	• Able to prioritise and manage own work • Able to exercise initiative when dealing with issues within own area of competence	
Disposition	• Able to deal diplomatically with patients, other staff, in particular the medical staff, regarding complex issues affecting service delivery. • Able to deal with occasional distressing circumstances	
Physical Requirements	• Good general health, minimal sickness record • The job requires physical accuracy and dexterity for drawing up	• Experience with patient moving

	radioactive materials and injecting these into phantoms using lead syringe shields, practicing a high degree of precision and speed for personal protection. • Imaging of these phantoms is carried out using complex and heavy imaging equipment.	equipment such as slides and hoists. • Able to lift medium/heavy weights (e.g. lead shielding, phantoms).
Particular Requirements of the Post	• Able to concentrate for prolonged periods and when subject to unpredictable working patterns including frequent interruptions. • Able to communicate, sensitive or contentious information, where persuasive, motivational, negotiating, training, empathic or re-assurance skills are required.	

MAJOR RISKS IN DOING THIS JOB

Please indicate the major risks the job holder could face in doing this job e.g. lifting patients/objects, working with hazardous substances, dealing with violence and aggression.

Hazards posed by, and precautions needed with:

- Ionising radiation, including unsealed radioactive sources, radioactive waste and spills
- Infected material and clinical waste
- Chemicals
- Electrical hazards
- Robotic action equipment
- Lifting patients/objects.