

JOB DESCRIPTION

| JOB DETAILS | |
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| Job Title | Senior Radiographer/ Clinical Technologist – Nuclear Medicine |
| Reports to | Nuclear Medicine Chief Technologist |
| Band | Band 6 |
| Department/Directorate | Nuclear Medicine / Specialist Services Division |

| JOB PURPOSE |
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| Provide a high-quality Nuclear Medicine imaging and radiopharmacy service as part of a multidisciplinary team, ensuring safe, effective and compassionate care for all patients. |

Undertake the preparation, administration of radiopharmaceuticals and perform a broad range of Nuclear Medicine imaging procedures to support accurate diagnosis and patient management. Work independently within departmental procedures and professional standards, maintaining responsibility for patient welfare, image quality and compliance with all relevant regulations and Trust policies.

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES

- Be professionally responsible for own clinical actions and patient workload, working independently within scope of practice and as part of a multidisciplinary team.
- Support colleagues in maintaining a safe, efficient and professional working environment.
- Supervise and support less experienced staff, students and apprentices undertaking duties within the Nuclear Medicine department.
- Operate specialised radionuclide imaging equipment, computer workstations and counting systems to produce accurate, diagnostic-quality images.
- Adapt imaging protocols to meet individual patient needs, minimising discomfort and optimising diagnostic outcomes.
- Prepare, measure and administer radiopharmaceuticals in accordance with Good Manufacturing Practice (GMP) and departmental standard operating procedures (SOPs), ensuring safe handling and disposal of radioactive materials and maintaining exposures As Low As Reasonably Practicable (ALARP).
- Undertake and record quality control of radiopharmaceuticals, equipment and imaging procedures to maintain high technical and safety standards.
- To report imaging equipment faults on the electronic reporting system and to bring to the attention of the Chief technologist or Deputy any equipment malfunctions or faults that will materially affect the service offered by the Department, and implement procedures that will minimise disruption caused by such faults.
- Provide clear radiation protection advice to patients, carers and other staff, and apply local rules and national legislation to ensure compliance with radiation safety regulations.
- Maintain accurate, auditable records for radiopharmaceutical preparation, administration, imaging and waste disposal.
- Participate in audit, research and service improvement and contribute to the training of others.
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KEY WORKING RELATIONSHIPS

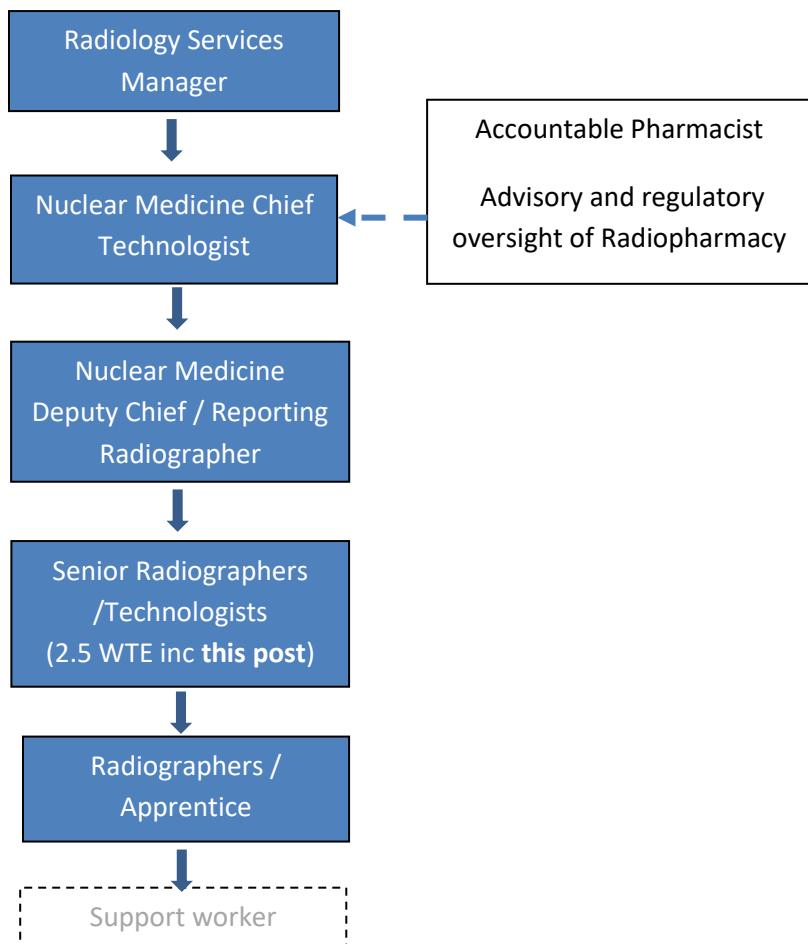
The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis. In addition the post holder will deal with the wider healthcare community, external organisations and the public. This will include verbal, written and electronic media. Of particular importance are working relationships with:

| Internal to the Trust | External to the Trust |
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| <ul style="list-style-type: none"> • Radiographers and Technologists • Radiology Services Manager • Medical, nursing and administrative staff • Pharmacists and Physicists • Students and apprentices | <ul style="list-style-type: none"> • Patients and their carers • External healthcare providers and academic institutions involved in training and research |
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ORGANISATIONAL CHART



FREEDOM TO ACT

- Works independently within departmental standard operating procedures, Trust policies and professional standards.
- Work is managed rather than supervised, with guidance available from the Chief Technologist or Reporting Radiographer when required.
- Seeks advice from the Reporting Radiographer or Consultant Radiologists for specialist clinical input or image interpretation beyond own scope of practice.
- Accountable for own clinical decisions and professional conduct within defined scope of practice.
- Apply Nuclear Medicine imaging protocols and, where appropriate, adapt within departmental SOPs to accommodate individual patient needs, escalating to senior staff if outside delegated authority.

COMMUNICATION/RELATIONSHIP SKILLS

- Communicate complex information about Nuclear Medicine imaging procedures, including associated risks and benefits, to patients, relatives and other healthcare professionals in a clear, appropriate and compassionate manner.
- Provide reassurance and overcome barriers of understanding or anxiety to gain cooperation and ensure successful outcomes.
- Communicate clinical findings or unexpected results requiring urgent action promptly, following the agreed escalation cascade and departmental procedures.
- Work and liaise effectively with colleagues within Nuclear medicine and Medical Imaging, to support the delivery of a safe and efficient diagnostic imaging service.
- Ensure the Chief Technologist, Reporting Radiographer or Radiology Services Manager is informed of any issue that affects, or has the potential to affect, the provision of the service.

ANALYTICAL/JUDGEMENTAL SKILLS

- Critically evaluate acquired diagnostic data to ensure technical quality, completeness and clinical usability.
- Identify artefacts, contamination, motion or equipment-related errors that may compromise image quality, and determine when repeat imaging is required.
- Assess whether acquired data are consistent with the clinical question and referral information, escalating discrepancies to the Chief Technologist or Deputy Chief Technologist.
- Exercise professional judgement when adapting standard imaging to meet individual patient needs while remaining within local standard operating procedures (SOPs).
- Recognise unexpected or potentially significant findings during image acquisition and escalate promptly to the Chief Technologist, Reporting Radiographer or Nuclear Medicine Radiologists.
- Analyse quality-control results and identify trends or outliers requiring further investigation or escalation.
- Prioritise competing clinical and technical tasks effectively, balancing patient needs with departmental workflow to maintain service efficiency.

PLANNING/ORGANISATIONAL SKILLS

- Plan, organise and prioritise personal workload to deliver a range of diagnostic Nuclear Medicine procedures safely and efficiently.
- To be flexible and adaptable in response to changes in plans caused by urgent referrals, equipment issues, delays or patient factors, while maintaining safe and effective practice.
- Work collaboratively within the team to maintain an organised and effective clinical environment.
- To attend and participate in Departmental meetings.
- Make timely decisions about the need to repeat or extend imaging sequences due to technical issues, within agreed protocols.
- Prioritise competing clinical tasks during periods of high workload or changing demands.
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PATIENT/CLIENT CARE

- Provide a specialist clinical technical service to patients undergoing Nuclear Medicine procedures, delivering safe, effective and compassionate care while ensuring dignity, privacy and comfort at all times.
- Perform accurate patient identification and safety checks, including pregnancy and breastfeeding status, allergies and contraindications.
- Deliver clear, reassuring information about Nuclear Medicine procedures, including radiation safety advice, to patients and carers.
- Support patients who may be anxious, confused, vulnerable or in pain, adapting communication and approach to individual needs.
- Monitor patients during and after radiopharmaceutical administration, recognising and promptly escalating any adverse reactions or signs of deterioration.

- Apply appropriate infection prevention and control measures and follow local safeguarding policies.
- Ensure safe manual handling and positioning of patients in accordance with Trust policy.

POLICY/SERVICE DEVELOPMENT

- Maintain accurate documentation of imaging procedures, radiopharmacy activities and QC tasks in line with departmental SOPs.
- Work in accordance with departmental standard operating procedures (SOPs), Trust policies and relevant national guidance for Nuclear Medicine practice.
- Maintain up-to-date knowledge of changes to procedures and legislation to ensure continued compliance with the Ionising Radiation (Medical Exposure) Regulations 2017 [IR(ME)R], the Ionising Radiations Regulations 2017 [IRR], and Medicines and Healthcare products Regulatory Agency (MHRA) guidance.
- Contribute to the review and development of departmental SOPs and risk assessments by providing feedback from clinical experience.
- Assist in the implementation of new protocols, equipment or techniques under the direction of senior staff.

FINANCIAL/PHYSICAL RESOURCES

- Use radiopharmaceuticals, consumables and clinical equipment responsibly and efficiently to minimise waste and support cost-effective service delivery.
- Safely handle, store and dispose of radioactive materials and hazardous substances in accordance with departmental SOPs and legal requirements.
- Ensure all Nuclear Medicine equipment is used safely, maintained in a clean and serviceable condition, and promptly escalate any faults or concerns to the Chief Technologist or their Deputy.
- Accurately record stock usage, QC results and radiopharmaceutical batch details to support traceability and stock control.
- Contribute to stock rotation and checking processes within the radiopharmacy and clinical areas to avoid shortages and minimise expiry-related losses.
- Carry out regular equipment quality control tests requiring precise, repetitive movements and accurate data recording.
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HUMAN RESOURCES

- Provide day-to-day guidance, support and supervision to junior radiographers, technologists, apprentices and students.
- Support the induction and training of new staff members, ensuring they are familiar with departmental procedures and safety requirements.
- Act as a positive role model, promoting a supportive, inclusive and respectful team culture.
- No responsibility for recruitment or appraisals.

INFORMATION RESOURCES

- Accurately record patient, procedural and radiopharmaceutical information on departmental systems in accordance with local standard operating procedures (SOPs) and legal requirements.
- Maintain accurate records of radiopharmacy activities, quality-control results and radiation-safety checks to support traceability and audit.
- Handle confidential patient information in line with the General Data Protection Regulation (GDPR), the Data Protection Act 2018 and Trust information-governance policies.
- Retrieve and review previous imaging and clinical information to support the safe and appropriate delivery of Nuclear Medicine procedures.

- Use departmental information-technology (IT) systems competently to ensure timely transfer, storage and retrieval of imaging and related data.
- Contribute to data collection for departmental audits, service evaluation and clinical-research projects as required.

RESEARCH AND DEVELOPMENT

Support the delivery of diagnostic and observational clinical trials within the Nuclear Medicine department occasionally.

- Participate in audits, incident reporting and quality-improvement initiatives that support safe and effective service delivery.

PHYSICAL SKILLS

- Maintain a high level of manual dexterity and hand-eye coordination to accurately handle radiopharmaceuticals, syringes, needles and cannulation equipment.
- Operate gamma cameras, dose calibrators and other specialist equipment safely and accurately in accordance with local SOPs.
- Position and immobilise patients safely and effectively to achieve optimal image quality while maintaining patient comfort and dignity.
- Undertake fine motor tasks within the radiopharmacy isolator while maintaining aseptic technique.

PHYSICAL EFFORT

- Frequently stand and walk for long periods while performing Nuclear Medicine procedures and quality control tasks.
- Regularly move, lift, support and reposition patients, including those with reduced mobility, in accordance with Trust manual handling policies.
- Move and handle equipment, radiopharmaceutical delivery containers and other clinical items safely to prevent injury.
- Undertake repetitive manual tasks such as drawing up radiopharmaceuticals, performing QC tests and using computer workstations for extended periods.
- Maintain concentration during long, complex imaging procedures.

MENTAL EFFORT

- Maintain frequent periods of concentration of up to one to two hours at a time when performing complex Nuclear Medicine procedures, radiopharmaceutical preparation and quality control tasks.
- Manage frequent interruptions and rapidly switch between tasks while maintaining accuracy and safety.
- Maintain attention to detail when checking patient demographics, activity calculations, timing, image acquisition parameters and data entry.

EMOTIONAL EFFORT

- Provide compassionate care and support to patients who may be anxious, distressed, confused, in pain or have life-limiting conditions.
- Manage the emotional impact of working with acutely unwell, deteriorating or palliative patients, including children and vulnerable adults.
- Support patients, carers and colleagues during challenging or emotionally charged situations while maintaining professionalism.
- Maintain personal resilience and emotional composure when under pressure or facing upsetting circumstances.

- Seek support and use appropriate debriefing opportunities following distressing incidents.

WORKING CONDITIONS

- Regular exposure to low levels of ionising radiation while working in controlled areas, following Local Rules and adhering to Ionising Radiations Regulations 2017 (IRR17).
- Frequent handling of radioactive materials and potentially infectious biological samples, using personal protective equipment (PPE) and following infection prevention and control policies.
- Regular use of visual display units (VDUs) and computer systems for extended periods.
- Occasional exposure to unpleasant odours or body fluids during patient care and radiopharmaceutical administration.
- Requirement to adhere strictly to departmental safety protocols and undertake mandatory radiation safety and manual handling training.
- Use personal protective equipment (PPE) appropriately when handling radioactive materials or bodily fluids.
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OTHER RESPONSIBILITIES

Take part in regular performance appraisal.

Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling

Contribute to and work within a safe working environment

You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection

As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust's disciplinary policy) up to and including dismissal.

You must also take responsibility for your workplace health and wellbeing:

- When required, gain support from Occupational Health, Human Resources or other sources.
- Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health.
- Follow the Trust's health and wellbeing vision of healthy body, healthy mind, healthy you.
- Undertake a Display Screen Equipment assessment (DSE) if appropriate to role.

DISCLOSURE AND BARRING SERVICE CHECKS

This post involves direct contact with patients, including children and vulnerable adults. In line with Trust policy, the successful applicant will be required to undertake an Enhanced Disclosure and Barring Service (DBS) check.

GENERAL

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trust's Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.

At the Royal Devon, we are committed to reducing our carbon emissions and minimising the impact of healthcare on the environment, as outlined in our Green Plan available on our website. We actively promote sustainable practices and encourage colleagues to explore and implement greener ways of working within their roles.

PERSON SPECIFICATION

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| Job Title | Senior Clinical Technologist/ Radiographer– Nuclear Medicine | |
| Requirements | Essential | Desirable |
| QUALIFICATION/ SPECIAL TRAINING <ul style="list-style-type: none"> • BSc (Hons) in Diagnostic Radiography or BSc in Clinical Technology (or equivalent) with registration through HCPC, RCT or AHCS. • Evidence of CPD in Nuclear Medicine practice • Postgraduate certificate/diploma in Nuclear Medicine or equivalent demonstrable experience | ✓ ✓ ✓ | |
| KNOWLEDGE/SKILLS <ul style="list-style-type: none"> • Knowledge of common Nuclear Medicine procedures, patient preparation, and contraindications • Understanding of IR(ME)R, IRR17, MHRA/GMP, and their application to practice • Ability to apply imaging protocols and adapt within SOPs to meet patient needs • Good IT and data handling skills, including image processing • Awareness of new/emerging tracers and theragnostic • Knowledge of quantitative SPECT or PET techniques • Knowledge of departmental audit and quality systems (QSI, ISO, or equivalent) | ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ | |
| EXPERIENCE <ul style="list-style-type: none"> • Recent clinical experience in Nuclear Medicine, including patient care and handling of radiopharmaceuticals • In working within departmental SOPs and governance frameworks (IR(ME)R, IRR17, GMP) • Evidence of working effectively as part of a multidisciplinary team. • In intravenous cannulation and administration of radiopharmaceutical • Significant recent experience in Nuclear Medicine (ideally full-time post undergrad qualification) • In hybrid imaging (SPECT-CT and/or PET) • In radiopharmaceutical preparation and QC • In audit, service improvement, or research projects | ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ | |
| PERSONAL ATTRIBUTES <ul style="list-style-type: none"> • Strong commitment to patient-centred care and safety • Good communication and interpersonal skills, with the ability to explain procedures clearly to patients • Ability to work independently within protocols and recognise when to escalate • Flexible, adaptable and reliable, with ability to prioritise competing tasks • Commitment to maintaining professional standards and CPD • Leadership potential, including supporting or mentoring junior staff • Willingness to contribute to teaching, audit, and service development | ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ | |
| OTHER REQUIREMENTS <ul style="list-style-type: none"> • The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust. | ✓ | |

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| WORKING CONDITIONS/HAZARDS | FREQUENCY | | | |
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| | (Rare/ Occasional/ Moderate/ Frequent) | | | |
| | R | O | M | F |
| Hazards/ Risks requiring Immunisation Screening | | | | |
| Laboratory specimens | Y | ✓ | | |
| Contact with patients | Y | | | |
| Exposure Prone Procedures | Y | | ✓ | |
| Blood/body fluids | Y | | | ✓ |
| Hazard/Risks requiring Respiratory Health Surveillance | | | | |
| Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate) | N | | | |
| Respiratory sensitisers (e.g isocyanates) | Y | ✓ | | |
| Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel) | Y | | ✓ | |
| Animals | Y | ✓ | | |
| Cytotoxic drugs | N | | | |
| Risks requiring Other Health Surveillance | | | | |
| Radiation (>6mSv) | Y | | | ✓ |
| Laser (Class 3R, 3B, 4) | N | | | |
| Dusty environment (>4mg/m3) | N | | | |
| Noise (over 80dBA) | Y | ✓ | | |
| Hand held vibration tools (=>2.5 m/s2) | N | | | |
| Other General Hazards/ Risks | | | | |
| VDU use (> 1 hour daily) | Y | | | ✓ |
| Heavy manual handling (>10kg) | Y | | ✓ | |
| Driving | N | | | |
| Food handling | Y | | ✓ | |
| Night working | N | | | |
| Electrical work | N | | | |
| Physical Effort | Y | | | ✓ |
| Mental Effort | Y | | | ✓ |
| Emotional Effort | Y | | | ✓ |
| Working in isolation | Y | | | ✓ |
| Challenging behaviour | Y | | | ✓ |