

JOB DESCRIPTION

| 1. Job Details | |
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| Job Holder: | |
| Job Title: | Diagnostic Radiographer |
| Responsible to: | Principal Radiographer and Senior Radiographers |
| Professionally Responsible to: | Consultant Radiologists and Supt./Senior Radiographers |
| Grade: | Radiographer band 5 AfC |
| Unit: | Radiology |
| Location: | NDDH |

| 2. Job Purpose |
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| To utilise a range of expensive and complex imaging equipment (involving the generation of ionising radiation) to produce quality radiographic images sufficient for diagnostic and treatment purposes and also to supervise recently qualified Radiographers / Assistant(s) / Students working within the department |

| 3. Dimensions |
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| The Imaging Department performs 100,000 imaging investigations and interventions per annum in a variety of clinical settings. Diagnostic Radiographers participate in a 24/7 service, providing diagnostic imaging for patients referred from a variety of clinical sources |

| 4. Organisational Chart |
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| <p>Clinical Director</p> <p>↓</p> <p>Radiology Services Manager ↔ Lead Clinician / Consultant Radiologists</p> <p>↓</p> <p>Principal Radiographer</p> <p>Senior Radiographers</p> <p>↓</p> <p>Radiographers</p> <p>↓</p> <p>Assistant Radiographer Practitioners & Students</p> |

5. Main Tasks/Duties and Areas of Responsibility

Personal and People Development

- Should possess an ongoing proactive, flexible and interprofessional approach to practice
- Actively engaged in Continuing Professional Development (CPD) and reflective practice and will demonstrate evidence of development at annual appraisal. Must possess an up to date CPD Portfolio
- Will be required to participate in the education and training of Assistants and Students including supervision in the clinical environment
- Will be able to access and apply an evidence-based approach to practice
- Needs to be able to identify and respond to situations which are outside the scope of the Assistant Practitioner
- Needs to be able to supervise students and assistant practitioners as required

Professional Registration and Codes of Practice

Qualified practitioners are responsible for ensuring that your professional registration is maintained. Failure to maintain registration will result in reassignment to a junior role which does not require professional registration, until evidence is provided. Where evidence is not forthcoming a disciplinary investigation will be undertaken which could result in your employment being terminated. You are required to produce evidence of your professional registration on request.

You are responsible for ensuring that you abide by the Codes of Professional Practice relevant to your role. Failure to do so will result in formal investigation and action under the Trust's Disciplinary or Capability procedures.

Infection Control

Ensure safe practice to minimize the risks of infection to patients and staff in accordance with national and Trust policy, in particular to be aware of responsibilities as listed in the Infection Control Operational Policy.

Health Safety and Security

- Ensure sound knowledge of Trust protocols and policies, particularly with reference to Risk, Radiation Safety, Health and Safety, COSHH, Data Protection, Lone Working, Human Rights, Disability and Discrimination
- Required to use professional judgement to provide safe and accurate imaging examinations using a variety of imaging modalities and techniques in a range of environments so that appropriate assessment and treatment of patients can proceed

- Will be expected to fulfil the role of operator/practitioner as defined in the IR(ME)R 2000 Guidelines and to justify imaging requests according to local protocols
- Must practise within the framework set out by the Society and College of Radiographers Statements of Professional Conduct 2002 and the HPC Standards of Conduct, Performance and Ethics (2003)
- Should possess sound problem solving and clinical reasoning skills based on scientific, technical and patient care related knowledge, make appropriate professional decisions and be able to act autonomously

Service Development

- Is required to work safely and effectively within their defined area of practice and contribute to discussions on the development of existing and evolving protocols and legal and ethical frameworks
- Will work towards the acquisition of additional skills such as venepuncture / cannulation, CT Scanning and the development of pattern recognition skills to enable participation in departmental 'Red Dot' system

Quality

- Is required to gain an awareness of quality assurance processes and systems and be able to recognise and report abnormal findings and/or equipment faults/malfunctions promptly to senior radiographers
- Will demonstrate personal integrity and take accountability for actions of self and others
- Needs to recognise the importance of clinical audit as a measurement / development tool and be able to contribute to audit processes within the department

Equality Diversity and Rights

- Should recognise and respond sensitively, appropriately and professionally to individual patients needs (*KSF Dimension 7,8*)
- Maintain high standards of patient care especially with regard to patient privacy, dignity and confidentiality

6. Communication and Working Relationships

- To be able to liaise, collaborate and negotiate safely, effectively and sensitively in a professional manner with other staff, patients and their carers, and share condition related information to patients e.g those with cancer or learning disabilities

- Develop written, verbal and non-verbal presentation skills as appropriate (*KSF Dimension 13*)
- Develop personal/professional self-awareness through engagement in the Clinical Supervision process and contribute to improving group/team dynamics and the development of co-operative team working
- Observe patient confidentiality and work in accordance with ethical and legal policies
- Develop listening, empathic and counselling skills as appropriate
- Encourage Health Promotion (*KSF 9*)
- Use a range of information to safely and effectively assess patients for a particular intervention (*KSF Dimensions 7,8*)
- Should be computer literate and able to record and retrieve personally generated data on RIS and PACS in line with departmental protocols and legal requirements (*KSF Dimension 12*)

Additional Requirements

The post holder should be able to:-

- Plan and organise daily work
- Undertake clerical, administrative and patient escort tasks associated with radiographic examinations
- Ensure that work areas are kept tidy and stocked with appropriate lead protection and other items necessary for the comfort of the patient
- Actively participate in emergency duties and shifts as required forming part of the 24/7 service provided by the department.
- Be in possession of a clean driving licence and have access to use of a car / transport, or live within 30 minutes commuting distance of NDDH

PERSON PROFILE

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| Job Title: | Diagnostic Radiographer |
| Grade: | Radiographer |
| Department: | Radiology |

| CRITERIA REQUIRED | ESSENTIAL |
|-----------------------------|---|
| Qualifications & Training | <ul style="list-style-type: none"> • BSc in Diagnostic Radiography or equivalent • Registration with the HPC • Up to date statutory skills – ALS, MMH, FHS |
| Specific Knowledge & Skills | <ul style="list-style-type: none"> • Able to adapt radiographic procedures, techniques and care to support patients undergoing radiographic examinations • Ability to plan and prioritise own workload when working independently out of hours • Able to synthesise information to achieve desired outcomes in practice areas • Computer literate |
| Special Experience | <ul style="list-style-type: none"> • Required to develop competency in venepuncture and cannulation • Develop an understanding of, and ability to work in, both individual and team working contexts |
| Physical Skills & Effort | <ul style="list-style-type: none"> • Able to exert moderate physical effort for several short periods during a shift pattern, positioning and manoeuvring patients and equipment • Needs to possess highly developed psychomotor, including fine manipulation skills with consistency and accuracy across a wide range of equipment and techniques. Good hand, eye and sensory co-ordination necessary |
| Emotional Effort | <ul style="list-style-type: none"> • To provide, receive and negotiate complex, sensitive and/or contentious information where persuasive, motivational, negotiating, training, empathic or reassurance skills are required. • Able to recognise own needs and take appropriate action when exposed to conflicting, distressing or emotional circumstances such as severe trauma, NAI, and post-mortem cases or dealing with intoxicated/abusive patients and relatives |
| Mental Effort | <ul style="list-style-type: none"> • Able to reflect on and learn from radiographic research evidence and experience and apply findings to practice • Short periods of concentration to focus on a range of information to safely and effectively assess patients for particular radiographic techniques and interventions, operate complex equipment, apply pattern recognition skills to radiographs and know when to refer to others |

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| | <ul style="list-style-type: none"> • Will be guided by standard operating procedures and good working practices and will also contribute to the development of protocols. • Will exercise professional self-regulation within own area of practice and regularly provide supervision for more junior grades of staff. • Engagement in CPD and Lifelong Learning with a proactive approach to inter-professional learning |
| Requirements due to Working Environment | <ul style="list-style-type: none"> • Radiation Safety – working knowledge of IR(ME)R 2000 • Able to deal knowledgeably with bodily fluids (e.g. blood, urine etc), infection risks and with occasional exposure to infestations (e.g. fleas/lice), also with intoxicated, aggressive or abusive patients and relatives • Will be exposed to the smell of chemicals in film viewing areas and extreme seasonal fluctuations in heat and humidity in the main imaging department |

| HAZARDS : | | | | |
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| Laboratory Specimens | | Clinical contact with patients | | Performing Exposure |
| Proteinacious Dusts | | | √ | Prone Invasive Procedures |
| Blood/Body Fluids | √ | Dusty Environment | | VDU Use |
| Radiation | √ | Challenging Behaviour | √ | Manual Handling |
| Solvents | | Driving | | Noise |
| Respiratory Sensitisers | | Food Handling | | Working in Isolation |
| Cytotoxic drugs | | Night working | √ | |