

JOB DESCRIPTION

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| **JOB DETAILS** | |
| **Job Title** | Theatre Specialist Radiographer |
| **Reports to** | X-Ray Superintendent/ Lead Reporting Radiographer |
| **Band** | 6 |
| **Department/Directorate** | Medical Imaging/ Specialist Services |

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| **JOB PURPOSE** |
| * To work to a high professional standard and to produce high quality diagnostic images. * To be responsible for liaising with the Superintendent Radiographer in order to maintain the delivery of an effective x-ray service with specific interest in intra-operative theatre imaging. * To act as an autonomous clinical expert in x-ray acquisition and work effectively as part of the multidisciplinary team. * To be a role model for professional practice, exercising accountability and providing support and leadership within the x-ray team * To participate fully in such shift, extended working day and on call rotas and schedules as may be required. * To have a close working relationship with staff across a variety of professional boundaries, providing advice and guidance throughout the Trust on all aspects relating to intra-operative x-ray imaging procedures. |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** |
| * To perform specialised radiographic imaging procedures unsupervised to a high technical and professional standard in accordance with Departmental, Trust and National guidance. * To work to high levels of specialist expertise in theatre imaging, demonstrating the practical application of professional skills that are underpinned by a robust theoretical knowledge. * To act as a leader within the x-ray team; participating in the appraisal process, including conducting appraisals of staff in Bands 2-5, supervision of junior staff members, student and apprentice Radiographers, being trained as a superuser on x-ray equipment identified as necessary by the Superintendent Radiographer. * To be responsible for regular Quality Assurance testing of all mobile x-ray and theatre imaging equipment and lead PPE. * The post holder will be expected to participate in departmental audit including but not limited to; Reject Analysis, Use of Markers, Image Quality and Uniform & TLD usage. |
| **KEY WORKING RELATIONSHIPS** |
| Areas of Responsibility:   * Support of Junior Radiographers in X-ray, Student and Apprentice Radiographers   No. of Staff reporting to this role: 0    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** | | * Radiology Services Manager * Superintendent Radiographers * Consultant Radiologists * Radiology Registrar’s * Administrative Line Manager * X-Ray Engineering staff * Medical Physics Experts * Theatre management (mains, PEOC & SWAOC) * Surgeons (orthopaedic & urology) * Theatre staff (including: nurses, anaesthetists, ODPs) | * Engineers from manufacturers * Applications Specialists from manufacturers and suppliers * Patients, family members or carers | |  |  | |  |  | |  |  | |
| **ORGANISATIONAL CHART** |
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| **FREEDOM TO ACT** |
| * The role has a very high level of autonomy and independent working. The post-holder works as part of a team within a leadership role, managing the patient list independently and confidently making decisions about workflow and prioritisation of urgency and accommodating priority referrals * Responsible for determining the priority, urgency and suitability of requests based on clinical information provided by the referrer, seeking further information when necessary. * Responsible for reviewing the standard operating procedures and protocols for intra-operative theatre imaging procedures. |
| **COMMUNICATION/RELATIONSHIP SKILLS** |
| * To work and communicate efficiently with other members of staff to provide an efficient service to the Trust and to work as part of a multi-disciplinary team. * To attend and participate in regular Departmental meetings, and to represent and promote the Department throughout the Trust, as appropriate. * To liaise with other staff and Departments throughout the Trust, in matters pertaining to x-ray radiography, as required. * To liaise with patients and their family members, gaining positive identification, explaining the x-ray procedure and providing information on attaining results as part of the after-care process. Imaging appointments can be a source of apprehension for patients, so compassionate care is essential. * To bring to the attention of the Superintendent Radiographer, Medical Imaging Engineers and Medical Physics Experts any equipment malfunctions or faults. * Ensure that matters of a confidential nature (relating to either the patient or another staff member) are not divulged without the appropriate authority to do so * Overcome any barriers to effective patient communication that might exist e.g. non-verbal communication |
| **ANALYTICAL/JUDGEMENTAL SKILLS** |
| The post-holder will be expected to have high analytical skills and good judgement.   * To triage/ protocol x-ray using delegated authority under protocol. Decisions pertaining to IR(ME)R 2018 and whether to x-ray and what images are to be performed are a critical part of the role. * Experience to assess when an x-ray is likely to require urgent intervention or urgent reporting is essential. * To exercise good judgement on how to manage difficult or complex examinations/ situations when they arise and use expert critical thinking and problem-solving skills. * To use their professional judgement on performing the best imaging procedure based on the clinical history provided by the referrer, and to assess resultant images for quality, in particular to know when repeat or additional views are required to answer the clinical question. |
| **PLANNING/ORGANISATIONAL SKILLS** |
| * To assist the Superintendent Radiographer in supervising the day-to-day duties and deployment of Radiographers, Student Radiographers and Apprentice Radiographers within the x-ray department, ensuring best use of resources whilst delivering a high standard of service. * To support the Superintendent Radiographer in ensuring that the daily room checks are completed at the start of each shift for every room. * To liaise with the Superintendent Radiographer and theatre management to ensure that effective provision of x-ray imaging for theatres * To participate in departmental audit procedures * To conduct the QA testing of theatre and mobile imaging equipment, including personal PPE, as outlined by the Medical Physics Experts * To participate in departmental preceptorship programmes as required. * To participate in the Trust appraisal process. |
| **PATIENT/CLIENT CARE** |
| The post-holder will continue to provide a level of clinical practice and as such this will be a patient-facing role.   * The post-holder will be meeting and x-raying patients, so excellent clinical skills and the ability to provide compassionate and safe care is essential |
| **POLICY/SERVICE DEVELOPMENT** |
| * The post-holder will work within departmental protocols. * The post-holder will take part in departmental audit as part of service improvement and development * Demonstrate an understanding of the quality strategies and processes that will improve the care of patient * The post-holder with work with the Paediatric Radiologists to regularly review and update the departmental policies relating to theatre imaging. |
| **FINANCIAL/PHYSICAL RESOURCES** |
| * Take responsibility for the safe use of highly complex and expensive equipment and supervise junior staff and diagnostic learners doing the same * Ensure that NHS resources are managed appropriately and always seek to make efficiencies wherever possible |
| **HUMAN RESOURCES** |
| * Participate in specialist clinical training and supervision for Radiographers, Assistant Practitioners, Helpers, new members of staff and other healthcare professionals as requested * Participate in the induction of new staff and mentor staff within the area of clinical expertise * Participate in student appraisal and validation of suitability to practice; be responsible for the supervision of students in the rostered clinical area in conjunction with the student appraisers * Contribute to the provision of a safe working environment |
| **INFORMATION RESOURCES** |
| * The post-holder will use a variety of IT systems in the performance of their day-to-day work including; CRIS, PACS, EPIC as well as the User Interface software on our DR x-ray systems. They will be required to use these systems to accurately record x-ray examination information, dose information and to ensure the safe arrival of radiographs to the PACS system. |
| **RESEARCH AND DEVELOPMENT** |
| * The post-holder will participate in departmental audit, including but not limited to; reject analysis, TLD wear and monitoring, daily room check-lists, quality assurance (QA) and marker audits. The post-holder will collect and present data as part of the departmental team. |
| **PHYSICAL SKILLS** |
| * The post-holder will need to be able to move and position x-ray equipment, position patients and handle wireless DR detectors, mobile x-ray machines and mobile c-arm machines. * Patients from wards, ED and clinics will be arriving to the x-ray departments in beds, trolleys or wheelchairs and will require safe manual handling. |
| **PHYSICAL EFFORT** |
| * To perform specialised radiographic imaging procedures unsupervised to a high technical and professional standard * Use appropriate manual handling techniques and equipment to ensure safety for both the patient and all members of the team, including own self |
| **MENTAL EFFORT** |
| The post holder will be required to concentrate for long periods of time undertaking;   * Audit of radiographic practice to support in the provision of service improvement * High-quality imaging throughout the day. Patients attending for x-ray could have a variety of mobility issues or complex needs, meaning that the post-holder will have to use mental effort to assess the situation and produce the best outcome. The workloads can be unpredictable and so the post-holder will need to use their experience and skills to adapt and overcome challenges when they arise. |
| **EMOTIONAL EFFORT** |
| * The role can require emotional effort. A variety of patients are seen in the department and this encompasses a wide spectrum of ill-health and significant, urgent or unexpected findings do occur. Likewise, patients who are attending as a result of injury or trauma can be distressed and so the post-holder will need to use emotional effort to support those patients and their relatives whilst delivering optimal care. |
| **WORKING CONDITIONS** |
| * Must ensure specialist knowledge and compliance with all local and national legislation relating to ionising radiation exposure and/or health and safety issues in order to be responsible for promoting good working practice and a safe environment for staff, patients and their carers * Post-holder will be responsible for ensuring that they comply with Trust policy on DSE usage and moving & handling. * Participate in the delivery of the on-call service for emergency referrals * Work flexible hours, to include bank holiday working and overtime as necessary, to support service delivery |
| **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.  Contribute to cross-site working.  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 has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure 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 Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.  Northern Devon Healthcare NHS Trust and the Royal Devon and Exeter NHS Foundation Trust continue to develop our long standing partnership with a view to becoming a single integrated organisation across Eastern and Northern Devon. Working together gives us the opportunity to offer unique and varied careers across our services combining the RD&E’s track record of excellence in research, teaching and links to the university with NDHT’s innovation and adaptability.  T*his is* |

PERSON SPECIFICATION

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| **Job Title** | Theatre Specialist Radiographer |

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| **Requirements** | **At**  **Recruitment** | **At PDR** |
| **QUALIFICATIONS / TRAINING**  BsC in Diagnostic Radiography or equivalent  Current Registration with the Radiographers board of the Health Care Professions Council  NHS Leadership Academy award in Leadership Foundations  Evidence of commitment to ongoing CPD to post graduate diploma level or equivalent experience | E  E  D  E | E  E  E  E |
| **KNOWLEDGE / SKILLS**  Proven skills in performing a wide range of general radiographic examinations to a high clinical and professional standard.  Be aware of and able to implement the requirements of IR(ME)R and IRR with regard to radiation protection.  To be able to demonstrate knowledge of IT skills  Knowledge of Radiology Information Systems and Picture Archiving Systems  Knowledge of trauma, planned orthopaedic and urological surgical pathways  Ability to lead and motivate a team  Able to problem solve and make autonomous decisions  Understand the principles of quality assurance, quality management and audit and their importance in radiography  Able to support the implementation new and relevant protocols  Knowledge and application of the legislative regulations relating to the use of ionising radiation (IRR, IRMER)  Understand the principles of governance in healthcare services | E  E  E  E  E  E  E  E  E  E  D | E  E  E  E  E  E  E  E  E  E  E |
| **EXPERIENCE**  Proven ability to work unsupervised and as part of a multidisciplinary team.  Experience of working in a ‘single handed’ capacity, with reference to shift / out of hours working.  Experience of mentoring and supervising junior, apprentice and student radiographers  Experience of a specialist imaging modality  Experience of performing a variety of intra-operative x-ray imaging for different surgical disciplines  Evidence of successful multidisciplinary team working  Able to communicate complex or sensitive information using a variety of communication techniques | E  E  E  D  E  E  E | E  E  E  E  E  E  E |
| **PERSONAL ATTRIBUTES**  Enthusiastic, highly motivated and committed to providing a high-quality service to patients and their carers  Able to work under pressure and deal with sensitive or stressful situations  Good time management and organisational skills; ability to prioritise effectively  Able to communicate well with all groups of patients, carers and staff  Able to question and challenge practice  Able to communicate with people over a wide range of professional and organisational backgrounds | E  E  E  E  E  E | E  E  E  E  E  E |
| **OTHER REQUIREMENTS**  Be prepared to deal with distressing and emotional situations on a daily basis. For example, badly injured or intoxicated patients. Patients or relatives who may be abusive or aggressive.  To be physically able to safely and competently position and manoeuvre patients and equipment as a routine part of the daily duties, including wheelchairs, beds, stretchers and mobile & theatre x-ray units.  The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust Strong commitment to own further professional development  Willingness to participate in service development  Willingness to participate in staff and student / trainee development Willingness to participate in flexible working hours, on call and bank holiday rotas | E  E  E  E  E  E | E  E  E  E  E  E |

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