

Job Title	: Radiographer, Mammography
Department	: Breast Radiology
Band / Grade	: 7
Responsible to	: Clinical Specialists, Breast Radiology
Accountable to	: Radiology Services Manager

King's College Hospital NHS Foundation Trust is one of the UK's largest and busiest teaching Trusts with a turnover of c£1 billion, 1.5 million patient contacts a year and around 15,000 staff based across 5 main sites in South East London. The Trust provides a full range of local hospital services across its different sites, and specialist services from King's College Hospital (KCH) sites at Denmark Hill in Camberwell and at the Princess Royal University Hospital (PRUH) site in Bromley.

King's is committed to delivering Sustainable Healthcare for All via our Green Plan. In line with national Greener NHS ambitions, we have set net zero carbon targets of 2040 for our NHS Carbon Footprint and 2045 for our NHS Carbon Footprint Plus.

Our values at King's, are that we're a kind, respectful team;
Kind. We show compassion and understanding and bring a positive attitude to our work
Respectful. We promote equality, are inclusive and honest, speaking up when needed
Team. We support each other, communicate openly, and are reassuringly professional

The trust-wide strategy Strong Roots, Global Reach is our Vision to be BOLD, Brilliant people, Outstanding care, Leaders in Research, Innovation and Education, Diversity, Equality and Inclusion at the heart of everything we do. By being person-centred, digitally-enabled, and focused on sustainability, we can take Team King's to another level

Job Summary

The post holder will be an experienced mammographer, able to assess and treat own workload of patients/clients and to ensure provision of the highest standards of patient care. Including the legal documentation on the Radiology Information System (RIS) and Picture Archiving Communications System (PACS) associated with each completed patient episode.

They will be able to work autonomously within their specialist areas, consulting senior staff as and when necessary, and will be accountable for their own professional actions. They will assess, manage and prioritise their caseload, giving advice and guidance to patients and other health care professionals.

The post holder will lead on the supervision and teaching of Radiographers, Assistant Practitioners and Student Radiographers as appropriate within Mammography.

The post holder will assist in the timely, efficient and cost effective management and operation of the Breast Radiology department at the Denmark Hill site and the six mobile screening vans situated around the S.E.London Breast Screening Programme catchment area. They will ensure the provision of the highest standards of patient care, and will be actively involved in daily operation of the Department. This person will be working closely within a multidisciplinary team, deputising for the Clinical Specialists in their absence.

The post holder will demonstrate a level of competency in line with King's Radiography Competency Framework and will be responsible for the maintenance of their own personal development with support.

Particular emphasis is put at Kings on the need to ensure that all staff recognize their responsibility to deliver services in a high quality, courteous, patient focused manner maintaining patient confidentiality at all times.

Main Duties and Responsibilities

Service Delivery

- Participate in multiple site rotations as and when necessary.
- Act as an Operator under the IR(ME)R Radiation Regulations and assess the clinical justification of referrals to ensure that the benefit to the patient outweighs the radiation risk associated with the examination.
- Act as patient and staff advocate minimising their exposure to radiation.
- Provide timely, efficient and courteous provision of radiographic services to the agreed standards of the department taking account of the patient/clients clinical, physical and cultural needs.
- Monitor and adjust work priorities in conjunction with other professionals to take into account changing demands on the diagnostic services due to emergencies, ensuring that the Trust targets are met.
- Accountable for own professional actions and work within codes of Practice and professional guidelines
- Apply in-depth knowledge of anatomy, pathology and equipment to determine appropriate imaging techniques for the individual patient condition.
- Responsible for the safe use and maintenance of complex, high capital cost specialist imaging equipment
- Be responsible for ensuring the legal documentation on the Radiology Information System (RIS) and Picture Archiving Communications System (PACS) associated with each completed patient episode. Ensure timely provision of images to referrers.

Communication

- Receive and welcome patients and staff to the Breast Radiology reception areas and Breast Screening clinics and deal with any enquiries in a kind and courteous manner.
- Communicate with the referrer any changes to referrals after assessing the clinical justification for an x-ray examination against IR(ME)R and local protocols.
- Deal sensitively with patients or carers under emotional stress, including the terminally ill and bereaved.
- Deal with potentially aggressive patients
- Communicate complex information relating to conditions and procedures to staff, patients and carers and ensure informed consent for examinations.
- Communicates effectively on a daily basis with patients with communication difficulties and cognitive impairment
- Anticipate and interpret customers' needs, defining the level of customer care required on an individual basis
- Communicate effectively with staff within and outside of the department to ensure the smooth operation of the service, including liaison with ward staff
- Give factual information to patients, including children, regarding examinations and understand the necessary preparations
- Work with other Radiographers, Consultant Radiologists, Health Care Professionals to assist them with breast imaging examinations and other procedures.
- Ensure the safety and well being of patients, staff and visitors within the department

- Ensure patients receive timely and accurate information about their examination, and ensure urgent findings are communicated in the appropriate way to referrers.

Knowledge, training and Experience

- Position patients accurately for each examination, adapting techniques in accordance with the patient's needs
- Be competent in the utilisation of complex and specialised imaging equipment
- Operate advanced software on specialised radiological equipment requiring in-depth anatomical, pathological and technical knowledge
- Be able to decide on additional views when required in line with professional knowledge
- Comply with the requirements of CNST
- Demonstrate problem-solving approach to issues arising at a local level, evaluating the need to refer problems to the line manager
- Be accountable for own professional actions and working within codes of practice and professional guidelines, consulting senior staff as and when necessary
- Act as a source of knowledge to be consulted by other professionals
- Be responsible for ensuring the legal documentation on the Radiology Information System (RIS) and Picture Archiving Communications System (PACS) associated with each completed patient episode. Ensure timely provision of images to referrers
- Safely administer contrast media and other drugs in accordance with protocols as required

Physical Skills and Effort

- Ensure the safe transferring of patients and equipment, following manual handling guidelines and using risk assessment
- Assist with changing and personal care of patients as necessary including immobile and disabled
- Operate a wide range of radiological equipment requiring excellent hand-eye co-ordination. e.g. post processing of images
- Operate Modality and PACS equipment within a VDU environment
- Physically position patients accurately for each examination, adapting techniques in accordance with the patient's needs
- Ensure appropriate infection control measures are utilised where necessary. Paying particular attention to personal protection as well as the management of equipment and linens contaminated by bodily fluids.

Management Responsibility

- Organise and manage an agreed workload with support from other health care professionals and senior staff as appropriate
- Ensure that all Trust and local policies, protocols and procedures are adhered to by colleagues as appropriate
- Work within and support the multi-disciplinary team
- Maintain effective communication and professional relationships with all areas within Radiology and with associated clinical areas within the Trust
- Share knowledge and skills developed with other members of the multi-disciplinary team
- Supervise the work of training radiographers and assistant practitioners within the local area, training staff in the imaging required for Breast Radiology as appropriate
- Observe personal responsibility for resource management
- Responsible for daily resource management of the local area
- Observe a general duty of care for the health, safety and well-being of self, work colleagues, visitors and patients within the hospital, in addition to any specific risk management associated with this post

- Demonstrate a level of competency in line with King's Radiography Competency Framework and is responsible for maintaining their own personal development with support
- As part of individual professional responsibility actively lead and participate in the departmental Quality Assurance Programme including the completion of Equipment Competencies and reject analysis
- Deal with complaints in accordance with Trust complaints procedure
- Report any Adverse incidents and be familiar with the AI trigger list
- Ensure Clinical Governance protocols are complied with and corrective actions taken where required
- Aid the Head of Breast Radiography/Clinical Specialists with standard setting and policy formation for the service area
- Contribute to service improvements and re-design in line with the NHS plan and local service strategies
- Assess the needs of patients and plan the delivery of imaging and care around these needs within a specialist area
- Co-ordinate services within each section, and liaise with other wards and sections/departments, to provide a comprehensive and efficient Imaging service for King's College Hospital
- On a daily basis, in the absence of more senior staff, deputise for the clinical specialists/Head of Breast Radiography
- In line with the Trust Appraisal process undertake the appraisals and Bar 1 link grade competency assessment of Staff Grade Radiographic staff
- In line with the Trust Appraisal process undertake the appraisals of Radiographic Department Assistants and Assistant Practitioners
- Assist with recruitment and selection of Staff Grade Radiographic staff, Assistant Practitioners and Radiographic Department Assistants as required
- Contribute to data collection for statistics on capacity, demand & backlog and other management activity. In addition be responsible for the data production in the absence of the Head of Breast Radiography/Clinical Specialists
- Aid the Head of Breast Radiography/Clinical Specialists in maintaining the level of stock and consumables within each area and to liaise with equipment companies in case of equipment failure
- Ensure compliance with Trust Health and Safety policies and procedures within the area, including ionising radiation and infection control to provide a safe and secure environment
- Support new staff in induction

Professional & Practice Development, Training & Education

- Act both as role model and clinical expert to facilitate development of others through example and education
- Demonstrate, maintain and update skills and knowledge of evolving practice and legislative requirements
- Provide professional support to other radiographers
- Actively lead in the training and development of Radiographers, Assistant Practitioners and Student Radiographers, assuming professional responsibility for their work
- Train Radiographers and Assistant Practitioners where appropriate in the utilisation of highly complex, high capital cost specialist imaging equipment
- Train Staff Grade Radiographers and Assistant Practitioners where appropriate, in how to position patients accurately for each examination, adapting techniques in accordance with the patient's needs
- Review, develop and write protocols with a view to improving service planning with Head of Breast Radiography/Clinical Specialists. Contribute to service improvements and re-design in line with the NHS plan and local service strategies
- Demonstrate, maintain and update skills and knowledge of evolving practice and legislative requirements

- Responsible for individual CPD and support others. Also participate in the department's CPD program. In accordance with an assessment of own professional needs, participating in both internal and external events as well as private study

Research & Audit

- Initiate and participate in audit including contribution to imaging data collection
- Contribute to practice development in reaction to the findings of audit and recent evidence, implement recommendations, and monitor their effectiveness
- Participate in clinical research within the department
- Work with others in the development of research protocols
- Adhere to research standards, protocols and documentation.

People Management and Performance

- Lead, coach and manage the performance of the team in line with good people management practices. Ensuring excellence is recognised and underperformance is addressed.
- Participate in regular performance appraisal meetings and ensure each member of the team has a clear set of objectives and development plans.
- Ensure the team is compliance with all statutory, mandatory training together with any professional training requirements, ensuring they are up to date and fully compliant.
- Manage team absences including sickness in line with Trust policy ensuring the appropriate return to work meetings occur, e-roster is updated and productivity is at keep to the highest possible level.
- Identify and fill any vacancies that arise within the team in line with the Trust's recruitment policy and process.
- Identify talent and support the internal talent management process in order attract and retain and succession plan for your people.
- Review skills mix at regular intervals in order to identify any potential opportunities to maximise resource utilisation / allocation, ensuring job descriptions are kept up to date.
- Ensure overall wellbeing of the team is maintained. Continuously support in improving the morale of the team and implementing a culture of zero-tolerance for bullying and harassment.

General

- The post holder has a general duty of care for their own health, safety and wellbeing and that of work colleagues, visitors and patients within the hospital, in addition to any specific risk management or clinical governance accountabilities associated with this post.
- To observe the rules, policies, procedures and standards of King's College Hospital NHS Foundation Trust together with all relevant statutory and professional obligations.
- We want to be an organisation where everyone shares a commitment to delivering the very best care and feels like their contribution is valuable and valued.
- At King's we are a kind, respectful team:
Kind. We show compassion and understanding and bring a positive attitude to our work
Respectful. We promote equality, are inclusive and honest, speaking up when needed
Team. We support each other, communicate openly, and are reassuringly professional
- To observe and maintain strict confidentiality of personal information relating to patients and staff.
- To be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues.
- This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.
- All employees must hold an 'nhs.net' email account which will be the Trust's formal route for email communication.

Safe Guarding

The Trust takes the issues of Safeguarding Children, Adults and addressing Domestic Abuse very seriously. All employees have a responsibility to support the organisation in our duties by;

- attending mandatory training on safeguarding children and adults
- familiarising themselves with the Trust's processes for reporting concerns
- reporting any safeguarding child or adult concerns appropriately

Infection Control Statement

The post holder has an important responsibility for and contribution to infection control and must be familiar with the infection control and hygiene procedures and requirements when in clinical areas.

The post holder has an important responsibility for and contribution to make to infection control and must be familiar with the infection control and hygiene requirements of this role.

These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.

PERSON SPECIFICATION

Radiographer Mammography – Band 7

	Essential	Desirable
Education and Qualifications		
BSc Radiography (or equivalent)	X	
Health and Care Professions Council (HCPC) Registration	X	
Post Graduate Award in Mammography	X	
Post graduate Masters level qualification in Radiography or equivalent experience.		X
Evidence of CPD	X	
Knowledge and Experience		
Significant work experience as a qualified mammographer within a Breast Unit	X	
Demonstration of equipment competencies in mammography equipment and QA tests	X	
Experience in supervision and training of less experienced radiographers, students and departmental staff	X	
Experience of working in a multi-disciplinary team environment	X	
Experience of the daily management of a defined work area	X	
To be able to operate VDU equipment in both image acquisition and data management	X	
Experience with clinical audit		X
IV certificate		X
Skills and Competencies		
Good oral and written communication skills.	X	
Able to present information effectively.	X	
Must be a skilled operator of a QWERTY keyboard and mouse driven technology.	X	
Prepared to undergo role extension training if necessary	X	
Demonstrates a positive approach to customer care.	X	
Be able to operate manual handling aids as provided by the department including patient slide boards, sheets, hoists and trolleys.		X
Flexible approach to working practice, evidence of responding to service needs	X	
Able to organise and prioritise workload	X	
Able to accept and respond to constructive criticism	X	
Able to think logically, independently and solve problems	X	