

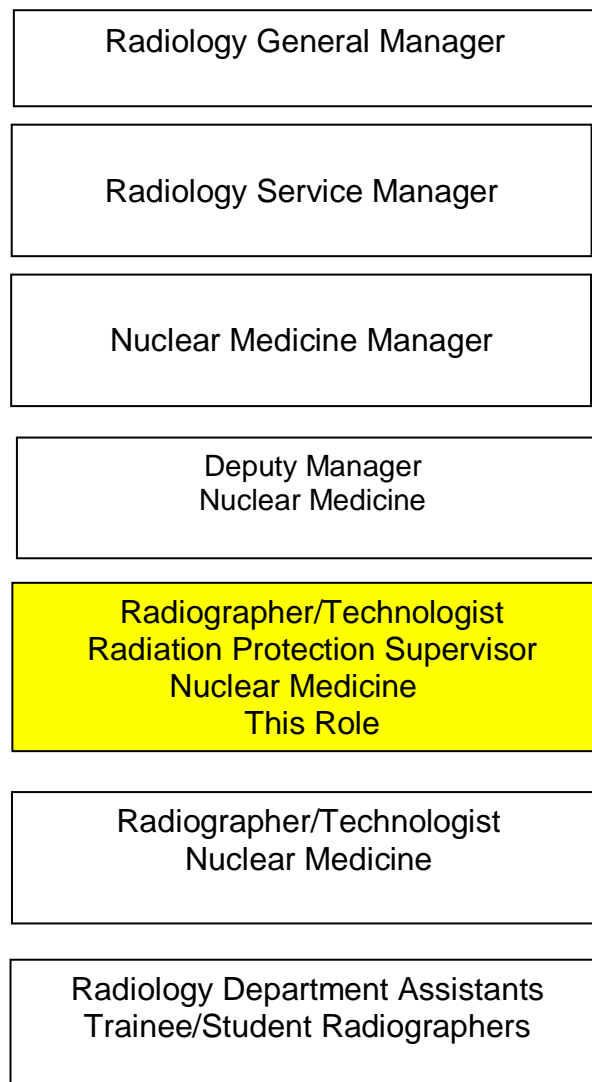
Job Description

Job Ref:	23-347
Job Title:	Senior Nuclear Medicine Radiographer/Technologist
AfC Pay Band:	Band 7
Number of hours:	37.5
Clinical Unit / Division	Radiology/Core Services
Department:	Nuclear Medicine
Location:	Eastbourne DGH & Conquest Hospital
Accountable to:	Radiology General Manager
Reports to:	Nuclear Medicine Manager

Job dimensions & responsibility for resources	
Budgetary & Purchasing, Income generation	Ensure the department has adequate resources / equipment to provide an effective service. Ensure equipment is safe and in working order by ensuring where required proactive and reactive maintenance contracts are in place and equipment is serviced. Procure consumables and other resources as required.
Staff	Perform role of Radiation Protection Supervisor (Unsealed sources and CT) Supervisory role to Radiology Department Assistants Trainee Nuclear Medicine Radiographers/Technologists Student Radiographers
Information Systems	Careful use of Trust systems both manual and electronic, to ensure accuracy of data. Store and share information in accordance with department protocols, Trust Information Governance Policy, and Data Protection Legislation Specialist systems: CRIS, PACS, eSearcher, Qpulse.
Job purpose	The Nuclear Medicine Service is a specialised diagnostic and treatment facility based on two sites Eastbourne District General Hospital (EDGH) and Conquest Hospital. The case mix is highly specialised and this is reflected in the range of investigations and treatments provided.

	<p>The Service actively participates in R&D.</p> <p>The role is for a senior Nuclear Medicine Radiographer/Technologist.</p> <p>To work as a Classified Radiation Worker in a multi-disciplinary team of Technicians, Radiographers, Physicists and Radiologists that provide a diagnostic and therapeutic clinical Nuclear Medicine service to patients of East Sussex Healthcare NHS Trust.</p> <p>To work as a Radiation Protection Supervisor (Unsealed Sources and CT)</p>
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Department Structure



Communications and Working Relationships		
With Whom:	Frequency	Purpose
Other departments, medical, clerical, and ancillary staff.	Daily	To ensure best outcome for patient. Attend MDM's. Offer advice concerning imaging and outcomes. Train and supervise range of other professional staff.
Radiographers/ Technologists	Daily	Team management. Communication of new procedures/practises. To arrange further examinations on patient.
Students (radiography, nursing & medical)	Daily to weekly	To educate, coach, mentor and supervise.
Patients/Carers	Daily	To discuss and conduct all aspects of the examination without supervision, with due regard to the patient's physical and mental well-being.
Ward and Theatre Staff	As required	To arrange appointments and discuss the care and treatment of ward patients and give advice about examinations within speciality.
Service Manager	As required	Service planning within modality, improvement initiatives, work planning.
External Statutory and Voluntary Agencies e.g., EA, CQC.	As required	Observational Visits / Assessments
Other NHS Trusts	As necessary	To discuss new procedures/ latest techniques ensuring up-to-date practise. Radiation protection issues
General Practice	As required	Imaging Advice; patient results; liaison.
PALS	As required	Complaint resolution; patient advocacy; clinical advice and patient support
Educational establishments	As required	For own development opportunities and to give feedback on progress on students
Manufacturers/ Suppliers/ Equipment Specialists	As necessary	To ensure optimum performance of equipment and peripherals. To order equipment and consumables necessary to maintain a quality service

Key Duties and Responsibilities

Key Duties

The post-holder is a member of a multidisciplinary team that provides routine and complex diagnostic and therapeutic procedures and services directly to patients.

- Performs a wide range of diagnostic procedures (Dynamic, Planar, Gated, SPECT, SPECT/CT) on patients of all ages and who are suffering a wide range of conditions, including cancer.
- Actively involved in the dispensing and administration of sterile radioactive materials.
- Quality Assurance of different equipment; acquisition and analysis of imaging data.
- Clinical audit.
- Disposal and management of radioactive waste.
- Required to work unsupervised.
- Provides direct and indirect supervision to more junior staff.
- Responsible for the organisation of the routine daily and future workloads of the department, authorising investigations and allocating appointments for complex procedures.
- Participates in and oversees all aspects of the service.
- Actively involved in the delivery and assessment of theoretical and practical training to junior members of staff and trainees.
- Responsible for adapting the work plan in response to changes in levels of demand and capacity and provide expertise and guidance for service development and innovation.
- Communicating any issues with the Deputy Chief or Chief Technologist.
- The post-holder works in a highly specialised area that requires consideration of radiation and cross infection risk and requires the empathy and skill to help patients and their families through difficult and complex procedures.

Key Responsibilities

Clinical / Technical:

1.1 Imaging:

- Participate in planning and organising the daily and future workload of the nuclear medicine services considering investigation complexity, equipment, staffing and other resource levels.
- Prioritise appointments as necessary.
- Undertake the authorisation of diagnostic investigation referrals as agreed with the IRMER Practitioners, working within written protocols in compliance with the Ionising Radiation Medical Exposure Regulations 2017
- Consult directly with junior and senior medical staff on matters relating to patient specific investigations, seeking further information, or giving advice where appropriate.
- Act as a point of contact to provide pre-appointment advice to patients with regards to medication, drug interactions and radiation protection restrictions.
- Work unsupervised, performing all diagnostic investigations within agreed departmental protocols.
- Be responsible for the safe operation of a variety of complex and potentially dangerous imaging systems.
- Supervise junior staff undertaking diagnostic imaging investigations.

- Use judgement to check sufficient imaging data is acquired for diagnostic interpretation on a full range of investigations.
- Instruct junior staff in extra imaging that may be required due to a patient's medical condition.
- Working unsupervised, analyse a full range of patient images and data using complex computer programs.
- Supervise junior staff during the processing and analysis of acquired clinical patient data.
- Provide advice and guidance to junior staff during the manipulation and analysis of patient data.
- Produce optimised images and analyse results in the appropriate manner. Prepare this data in the correct display format for Medical Consultants (including IRMER Practitioners) and other trained staff to analyse and report.
- Undertake the intravenous, intradermal, oral and inhalation administration of diagnostic radiopharmaceuticals and radiolabelled blood products; under authorisation from the nuclear medicine IRMER Practitioners and in accordance with local policy and protocols.
- Undertake the administration of radiopharmaceuticals and radiolabelled blood products to in-patients.

1.2 Non-Imaging/Therapy:

- Administer Oral and Intravenous therapeutic radiopharmaceuticals for treatment without supervision.
- Take blood samples as required from patients undergoing diagnostic imaging.

1.3 Patient care:

- Provide a high level of patient care. Paying particular attention to the welfare and dignity of all patients undergoing Nuclear Medicine procedures. Always ensure that the needs of the patient are met, and that confidentiality of patient data is maintained.
- Provide detailed, accurate and complex information to patients of all ages, backgrounds, ethnicity, and religion undergoing routine and complex imaging procedures.
- Convey such information to patients and parents/ carers in a manner and using terminology that is easily understood.
- Demonstrate empathy towards patients of all ages (including paediatric) suffering a wide range of illnesses (often terminal).
- Act as point of contact for enquiries from patients and parents/carers on behalf of paediatric- patients relating to their care whilst in the department.

1.4 Dispensing:

- Dispensing of sterile diagnostic radiopharmaceuticals; working within agreed departmental protocols and DRLs, in collaboration with other members of staff.
- Adhere to all standard operating procedures to ensure compliance with regulatory standards and UK Radiopharmacy group dispensing guidance.
- Perform first line Quality Assurance checks on dose calibrator equipment used to assay radiopharmaceutical doses and reporting any deviation from expected values to clinical scientists.

1.5 Safety:

- Take responsibility for ensuring that the work areas are maintained in a safe, clean, and tidy manner with respect to mechanical, electrical and radiation safety. Be aware of mechanical, electrical and radiation hazards surrounding imaging and related equipment and the potential risk and harm to patients and staff.

- Supervise junior staff, trainees on placement, supernumerary students, patient escorts, and visitors within the imaging rooms ensuring their conduct conforms to the departmental local rules.

1.6 Radiation Safety:

- To undertake the role of Radiation Protection Supervisor.
- May be called upon in the event of a major radiation incident (by those on the first line call out duties) to assist in the setting up of, and providing support at, either the A&E Department or a Remote Monitoring Unit including possible out of hours attendance.
- Provide detailed radiation protection advice to patients, escorts, carers, and medical staff on matters of radiation protection arising from the administration of diagnostic and therapy radionuclides. Provide advice on complex issues that may arise.
- Provide radiation protection information and advice to ward staff caring for patients. Take appropriate action where necessary.
- Take part in and supervise junior staff in the routine radiation and contamination monitoring of all patient areas and work areas within the nuclear medicine department.
- Report any unexpected findings to the departmental radiation protection advisor (RPA) and / or Radioactive Waste Advisor (RWA).
- Participate in radiation decontamination procedures and clean-up of hazardous radioactive spills when required.
- Take part in and supervise junior staff with the measurement of radioactive waste produced from diagnostic and therapy usage of radionuclides within the nuclear medicine department ensuring waste is stored in a safe manner.
- Take part in the safe storage, accounting, and disposal of liquid and solid radioactive waste.
- Undertake the receipt and consignment of radioactive substances ensuring compliance with Environmental Permitting Regulations 2016 and the National regulations for the transport of radioactive material.
- Keep records as instructed by the departmental RPA.
- Actively account and report the monthly aqueous waste disposal.
- Perform monthly and quarterly audits relating to compliance with IRR and IRMER.
- Actively participate in the preparation of Environment Agency and Care Quality Commission inspections.

1.7 Quality Assurance:

- Perform routine checks, calibration, and quality assurance testing of all imaging and non-imaging equipment. Report faults, defects, or deviations from expected to clinical scientists and keep full records relating to this.

2 General:

- Be responsible for the training and development and when required daily line management of staff within an assigned area and if necessary, communicating any issues with senior management.
- Perform data entry on a radiology management system for the recording of patient/examination specific data.
- Consult with departmental administrative and clerical staff to ensure that associated duties are conducted and to assist with these tasks where necessary.
- Ensure that the stock levels of consumables for use within the work areas are maintained.
- Work together with clinical scientists, pharmacists, technologists, radiographers, medical, nursing, and other staff involved in the Nuclear Medicine department whether routine, research, or development.

3 Professional:

- Registered Nuclear Medicine clinical technologist or radiographer.
- Participate in a continuing professional development (CPD) program to keep up to date with new techniques and technologies.
- Ensure that all duties are conducted in conformance within departmental, local, and national policies, guidelines, and regulations.

4 Management, Supervisory, Teaching, Training Responsibilities

- Work as Radiation Protection Supervisor covering EDGH and Conquest sites.
- Be responsible for taking the lead in the delivery of nuclear medicine as required.
- Ordering and scheduling of resources and services, supervision, delegation, and management of service resources, ensuring efficient throughput, high quality, and optimal utilisation of equipment as well as personnel.
- Line manages the site team as required.
- Ensure systems and standards promoting patient safety and safe practice for delivering patient centred care are adhered to as directed.
- Participate in the growth and development of the service, e.g., expanding current protocols and introducing new or revised studies.
- Ensure the safe and efficient use of the NM equipment, taking action to resolve faults/issues, conducting root cause analysis, implementing change to ensure future risk reduction, and advising relevant staff of changes.
- Take responsibility for and participate in the waste management programme, ensuring all waste is logged, monitored, and disposed of correctly and timely.
- Report service performance in relation to established goals, implement change to effect continual improvement, ensure compliance with all internal & external standards as well as regulatory and legal requirements as directed.
- Encourage a culture in line with Trust vision and values.
- Support and participate in research and innovation projects under the direction of IRMER Practitioners and Senior staff.
- Deputise for the Chief/deputy Chief Technologist in service matters.
- Responsible for the production, and timely review of departmental policies. Consult with seniors to embed and update procedures within the controlled documentation system and ensure staff works in accordance with these.
- Adhere to and promote compliance with the hospital's radiation safety policy and associated codes of practice and take appropriate action where non-compliance is evident.
- Represent the organisation in a positive and professional manner.
- Communicate the vision, values, ethics, and the positive culture of the organisation and always maintain patient confidentiality, adhering to Trust Information Governance policies and procedures individually and throughout the team.
- Maintain own professional development and identify learning needs and opportunities.
- Take an active role in providing theoretical and practical training for junior members of staff.
- Perform assessments on junior staff to ensure they are competent to perform all imaging and non-imaging investigations.
- Act as a training supervisor for supernumerary Clinical Technologists/ Assistant Practitioners/ Medical Physics trainees. Liaise with external assessor, departmental trainer, and Chief Technologist to ensure training is complete.

General Duties & Responsibilities applicable to all job descriptions

- To be familiar with and adhere to the policies and procedures of the Trust.
- Always behave and act in accordance with the Trust Values, of Working Together, Respect and Compassion, Engagement and Involvement and Improvement and Development
- To achieve and demonstrate agreed standards of personal and professional development within agreed timescales.
- To participate fully in the performance and development review (appraisal) process and undertake Continuing Professional Development as required.
- To participate in surveys and audits as necessary to enable the Trust to meet its statutory requirements.
- To be aware of the Trust's emergency planning processes and follow such processes as necessary, in the event of an unexpected incident.
- This job description is not exhaustive. Staff may be required to undertake any other duties at the request of the line manager, including project work, internal job rotation and absence cover.

Working Environment:

Driving	√	Lifting		Verbal aggression	√
Use of PC/VDU	√	Physical support of patients		Physical aggression	√
Bending/kneeling	√	Outdoor working		Breaking unwelcome news to others	
Pushing/pulling	√	Lone working	√	Providing professional emotional support	√
Climbing/heights		Chemicals/fumes	√	Dealing with traumatic situations	√
Repetitive movement		Contact with bodily fluids	√	Involvement with abuse cases	√
Prolonged walking/running		Infectious materials	√	Care of the terminally ill	√
Controlled restraint	√	Noise/smells		Care of mentally ill & challenging patients	√
Manual labour		Waste/dirt	√	Long periods of concentration i.e., hours	√
Food handling	√	Night working		Working in confined spaces (e.g., roof spaces)	

Statement

1. This job description will be agreed between the jobholder and the manager to whom he/she is accountable. It may be reviewed considering experience, changes, and developments.
2. The information being handled by employees of East Sussex Healthcare NHS Trust is strictly confidential. Failure to respect the confidential nature of this information will be regarded as a serious breach of regulations, which will result in action under the Disciplinary Procedure, including possible dismissal. This includes holding discussions with colleagues concerning patients in situations where the conversation may be overheard. It is the employee's personal responsibility to comply with the Data Protection Act.
3. It is the employee's responsibility to ensure all records (computerised or manual) are accurate and up to date, and that errors are corrected or notified as appropriate.
4. It is the manager's role to monitor and assure the quality of any data collected or recorded by or in his/her area of responsibility.
5. Employees must take reasonable care, and be aware of the responsibilities placed on them under the Health & Safety at Work etc. Act (1974) and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients, and visitors.
6. All staff have a responsibility to ensure that infection control policies, procedures and guidelines are adhered to, in addition to supporting the trusts commitment to preventing and controlling healthcare associated infections (HAI).
7. All members of staff must be aware of their responsibilities under the Freedom of Information Act 2000.
8. In addition to any specific responsibility for risk management outlined in the main body of this job description, all employees must ensure they are aware of the key responsibilities applicable in relation to risk management as identified in the Trust's Risk Management Strategy.
9. All staff will note the Trust's responsibilities under the Civil Contingencies Act 2004, and NHS Major Incident Plans Guidance (DoH 1998 and 2004)
10. All employees are responsible for ensuring they attend the relevant mandatory training as identified in the Trust's Education Strategy and as agreed with their manager/supervisor.
11. It is the employee's responsibility to ensure they follow the latest version of all policies and procedures which apply to them.
12. For posts which involve contact with patients, it is required that the postholder receives satisfactory clearance from the Disclosure and Barring Service.



Person Specification

Job Title: Senior Nuclear Medicine Radiographer/Technologist		Grade: Band 7	
Department: Nuclear Medicine		Date: February 2024	
*Assessed by: A= Application I= Interview R= References T= Testing C = Certificate			
Minimum Criteria	*	Desirable Criteria	*
Qualifications BSc Radiography and/or Nuclear Medicine Post Graduate Diploma or equivalent	AI	Nuclear Medicine Reporting qualification.	AI
HCPC or PSA Registration	AI		
Experience 5 years Clinical Nuclear Medicine	AI	Evidence of high level of commitment to CPD.	AI
Previous experience of working as part of a team	AI	Evidence of supervisory experience within complex clinical imaging environment	AI
Previous experience of supervising a team	AI	Evidence of staff training and mentoring	AI
Skills / Knowledge / Abilities Enrolled in CPD programme.	AI	Other specialised area of knowledge that will significantly aid Departmental management e.g., Health and Safety, Risk Management, Student Clinical co-ordinator.	AI
Sympathetic approach to patients.	AI		
Effective communication skills both verbal and non-verbal	AI		
Ability to work both within a team, and independently.	AI		
Ability to keep accurate and legible written records.	AI		
Ability to work safely, quickly, and meticulously with good manipulative skills.	AI		
Good understanding of the of radiation protection including regulatory issues and aseptic technique.	AI		
Good understanding of the principles of Nuclear Medicine.	AI		

Manual handling/lifting techniques.	AI		
Venepuncture skills	AI		
Good keyboard and IT skills including knowledge of Microsoft Office – Word, Outlook	AI		
Other			
Reliable work record	AIR	Sufficient knowledge, experience, to be included in the list of names of members of staff who can be called out in an emergency, occurring out of office hours.	AI
DBS clearance	T		
Able to work without direct supervision.	AI		
Able to work effectively under pressure.	AI		
Flexible approach to working hours.	AI		
Evidence that personal behaviour reflects Trust values	AIR		

Managers Signature

Date

Postholder's signature

Date