

Job title: Clinical Scientist

Band: 7

Department: Radiation Protection

Division: Cancer Services



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Letter from Adam Sewell Jones, Chief Executive

Thank you for expressing an interest in working here at East and North Hertfordshire NHS Trust.

East and North Hertfordshire NHS Trust is a very special organisation. Our teams are amazing, and this was demonstrated even more so during the unprecedented challenges brought about by the Covid-19 pandemic. Our ability to be flexible and innovative in the way in which we work and deliver our services to our catchment has never been more important than it is now.

We are a large acute Trust which operates across four sites; acute services are offered at the Lister Hospital; specialist cancer services at the Mount Vernon Cancer Centre (MVCC); and non-acute services offered at the New QEII and Hertford County hospitals. We underwent an extensive £150m reconfiguration some years ago which saw all inpatient and complex services centralised at the Lister Hospital in Stevenage.

We are an organisation with a strong culture of positive values and our ambition is to provide high-quality, compassionate care to our community in all that we do, including patient experience, clinical outcomes, patient safety and financial sustainability.

We have many great people working for us doing all sorts of roles, ranging from porters to doctors, from administrators to nurses, and everything in between. But we all share one vision – we put our patients at the heart of everything we do.

We have recently partnered with the world-renowned Virginia Mason Institute in an exciting 3-year programme to create and embed a quality management system – our ENH Production System. Drawing on years of quality improvement and culture change experience, the ENH Production System will equip our teams to identify areas for improvement, make changes and measure impact – all with the patient at the centre.

If you decide to apply, you will be joining us at an incredibly exciting time as we continue on our transformation journey. I hope very much, that after reading this pack, you will want to join us on that journey.

I wish you the best of luck in your application.



Adam Sewell-Jones
Chief Executive

Benefits

As a Trust employee, you can access a range of financial and non-financial benefits to support our staff in all aspects of their life.

Wellbeing:

- Get confidential advice and support on personal, work, family and relationship issues, 24/7, from our Employee Assistance Programme
- Offers and discounts at local gyms
- In-house Health at Work service with advice line and self-referral facility for staff as well as signposting and access to other support, such as weight management clinics and physiotherapy
- On site workplace pharmacy at Lister offering a minor ailment service, flu vaccinations, travel clinic, sexual health, smoking cessation and health check services
- Opportunity to discuss ideas, problems or concerns easily and anonymously with our Speak in Confidence service

Travel:

- Save up to 30% on a new bicycle through our Cycle to Work scheme
- Reduced staff car parking costs through our Car Sharing scheme
- Discounts on local buses and trains
- Competitive rates through our car lease scheme
- Inter-site transport minibus which includes shuttle to Stevenage Railway Station

Work/Life Balance:

- Pursue different interests with the security of employment on your return from your break of 3 months to 5 years with our Career Break scheme
- Generous annual leave with additional days awarded for long service
- A variety of different types of paid and unpaid leave covering emergency and planned leave, such as special leave/ emergency leave/carers leave, through our Special Leave policy
- A Retire and Return scheme, enabling you to draw your pension whilst continuing to work for us after a short break
- Options for flexible working to provide you with a healthy work/life balance such as part time working, term time only, compressed hours (subject to service requirements), and flexible work schedules

Financial:

- Discounts on restaurants, getaways, shopping, motoring, finance through a variety of providers
- Access to the NHS Pension Scheme, providing generous benefits upon retirement, as well as a lump sum and pension for dependants

Learning and Development

- Extensive range of learning and development opportunities, including coaching, for both clinical and non-clinical topics
- Access to our Grow Together scheme, ensuring that you have meaningful, quality conversations with your manager about what matters to you and your development
- We fully encourage our staff to develop to their full potential and are supportive of secondments, acting up opportunities and all learning and development activities.

Other:

- Local and Trust wide staff award schemes where staff are nominated and recognised by their colleagues and peers for their hard work
- Assistance in relocating for some staff with our Relocation Policy

Our vision, mission, and values

Our vision is:

“To be trusted to provide consistently outstanding care and exemplary service”

Our mission is:

Providing high-quality, compassionate care for our communities

Our values are:

Include



We value the diversity and experience of our community, colleagues and partners, creating relationships and climates that provide an opportunity to share, collaborate and grow together

Respect



We create a safe environment where we are curious of the lived experience of others, seek out best practice and are open to listening and hearing new ideas and change

Improve



We are committed to consistently delivering excellent services and continuously looking to improve through a creative workforce that feels empowered to act in service of our shared purpose

Job description

Job title:	Clinical Scientist
Band:	7
Department:	Radiation Protection
Base:	Mount Vernon Cancer Centre, Northwood (You may be required to work on a permanent or temporary basis elsewhere within the Trust)
Responsible to:	Head of Radiation Protection Section
Responsible for:	N/A

Job summary:

The department provides RPA, MPE and Radiology Physics services to a number of NHS Trusts across Bedfordshire, Hertfordshire, West Essex and North West London. This involves supporting departments using X-rays to achieve compliance with Radiation Safety legislation (IRR17 and IR(ME)R17) and operate with good radiation safety practice. Further activities include: radiology environmental and equipment checks (including quality assurance assessments and optimisation); X-ray room design; patient radiation dose assessments; audits under relevant legislation; provision and updating of Local Rules and running training courses.

The post holder will be expected to undertake duties at any of the sites supported by the section and must be able to easily travel between sites.

Within radiation protection, time will be spent working on legislation compliance, patient dose calculation, patient dose audit, personal dosimetry, x-ray quality assurance, radiographer quality control training, and room shielding.

The post holder will be required to liaise with radiographers, PACS managers, engineers, radiologists and physicists from different specialities. The Radiation Protection Physics department supports training of its staff and will, where practicable, encourage appropriate training through whatever media are best suited to the post-holder and situation

Key working relationships:

To work with medical physicists within the radiation protection section, radiographers, radiologists and service managers at the Trust and several surrounding Trusts.

Main responsibilities:

1. Principle Responsibilities/Competencies:

Clinical and Scientific

- To provide a safe, accurate and legally compliant physics service to Diagnostic Radiology / X-ray Departments

- Development and provision of Physics Quality Assurance services for X-ray units including general units, mammography systems, fluoroscopy units, dental X-ray equipment, digital fluoroscopy systems, digital radiography systems, CR readers, display monitors and CT scanners.
- Routine Physics QA testing as recommended by IPEM report 91
- The Commissioning and of new X-ray equipment of varying complexity, i.e. from simple units to complex state-of-the-art equipment.
- Dose / image quality optimisation
- Patient dose audits
- Staff and environmental monitoring
- Staff training concerning the requirements of radiation protection legislation.
- Calibrating specialised radiation detectors for use in X-ray Quality Assurance, as required by the Radiation Protection Advisor.
- To advise radiographic staff on the performance of their regular X-ray Quality Assurance.
- To advise radiology / radiography / cardiology staff on the optimum use of their X-ray equipment.
- To implement changes to protocols in the section, including documents for QA and Commissioning.
- To carry out radiation dose calculations for staff, patients, research volunteer and the unborn child.

Teaching, training, research and development:

- Assist in the supervising of trainee Physicists on their placement in the section.
- Participate in the lecturing and teaching commitments of the Section; e.g. lecturing staff on radiation hazards, dose and risk, including RPS courses run by the Section
- Attend scientific and professional meetings and conferences to keep abreast of current technology and developments. Present seminars and feedback on scientific meetings / conferences.
- Presentation / publication of scientific work at relevant conferences / journals.

Professional:

- Participate in the IPEM Continuing Professional Development (CPD) scheme to keep abreast of developments in Radiation Protection issues and X-ray technology.
- Be responsible for maintaining state registration.
- Ensure that all the post holder's work, responsibilities and duties conform to Statutory Regulations, Approved Codes of Practice and Local Safety Rules.

Miscellaneous:

- To liaise and work with other staff when necessary; for example working in collaboration with Radiotherapy or Nuclear Medicine staff.
- The post holder must be flexible with regards to hours of working
- To undertake any additional work as deemed necessary by the Head of Section

This job description is neither exclusive nor exhaustive and the duties and responsibilities may vary from time to time in the lights of changing circumstances and in consultation with the job holder.

Supplementary job description information:

Confidentiality

Each of us have a personal responsibility and liability under the Data Protection Act 2018 around the confidential nature of our jobs. Details of a confidential nature, including information relating to patients or staff, must not under any circumstances be divulged to any unauthorised person. Breaches in confidence will result in disciplinary action, which may result in dismissal. In exceptional circumstances this could result in a prosecution for an offence or action for civil damages under the Data Protection Act 2018.

Health and Safety

You must take reasonable care of your own health and safety and that of other people who may be affected by acts of omission at work and to ensure that statutory regulations, policies, codes or practice and department safety rules are adhered to.

Sustainable Development

We recognise the need for a sustainable development strategy that focuses on reducing carbon emissions. We do this through:

- Reducing environmental impact achieved by greener waste disposal and travel, energy and water consumption
- Being a good community role model and supporter of the local economy
- Providing excellent value for money
- In order to reduce our carbon footprint, every single one of us must play a part in ensuring we are an environmentally-responsible organisation. You recycle at home, we ask that you do the same simple things at work
- When you can, use public or inter-site transport, cycle between sites and claim for mileage
- Recycle all you can: paper, CDs, batteries – there are recycling stations throughout the Trust
- Always switch off lights, PCs and other electrical appliances when not in use
- Don't waste water

Safeguarding

You must have regard to the need to safeguard and promote the welfare of children in line with the provisions of the Children Act 2004.

You must treat all patients with dignity and respect and ensure that vulnerable adults are safeguarded from abuse and neglect within the provisions of the Hertfordshire Safeguarding Adults from Abuse Procedure.

Infection Control

You are expected to take individual responsibility to ensure working practice is safe.

Continuous Improvement

As part of our commitment to continuous improvement, we want to ensure that our culture and ways of working reflect and embed the philosophy and methodologies of our East and North Hertfordshire Production System (ENHPS). As a result, you may be invited to attend and complete relevant training and Kaizen (continuous improvement) events to support this commitment. Full attendance and completion of identified courses will be considered mandatory for this post.

Equality, Diversity and Inclusion

The organisations which make up Herts and West Essex Integrated Care System believe that fairness for people is fundamental to providing good care. We want to ensure that those who work with us and for us share this core value.

We are committed to equality, diversity and inclusion for all job applicants, staff, patients and the wider community. We are continuing to develop the strength of our inclusive approach, and creating a workforce which represents the diverse communities we serve is an important part of this.

We have agreed to:

- Work together to learn, celebrate and embrace diversity, end unfairness, discrimination and racism, and embed these changes into our everyday work
- Strive towards being an exemplar group of organisations for equality, diversity, inclusion, fairness and belonging
- Commit to value all people and promote a culture of zero tolerance to all kinds of harassment, bullying, discrimination and racism in the workplace
- Pro-actively champion national and local policies and initiatives to address health and workforce inequalities
- Work in partnership with other professional and health and care organisations to embed these principles

Each organisation with the Herts and West Essex Integrated Care System has agreed to include this statement on their job descriptions so that staff and job applicants are aware of this commitment. Staff are expected to be supportive of these principles and to demonstrate this in everything they do at work, regardless of their role.

You are required to always demonstrate behaviours which support our commitment to equality, diversity and inclusion, as detailed below, so that our workplaces are free from harassment and/or unlawful discrimination and where diversity is actively valued and celebrated.

Review

These guidelines are provided to assist in the performance of the contract but are not a firm condition of the contract. The job description will be reviewed as necessary to meet the needs of the service, in consultation with the post holder.

Person specification

Requirements	Essential	Desirable
Qualifications / Training <ul style="list-style-type: none"> The post holder must have a good (1st or 2nd Class) Honours degree in a relevant subject (physics or engineering). The post holder must have, or be near completion of, a postgraduate qualification in a relevant branch of physics or medical physics (to include diagnostic radiology) to the level of at least a Master's degree (MSc). The post holder must hold or be working to achieve Corporate Membership of IPEM or equivalent The post holder must either hold or be working to achieve HCPC registration as a Clinical Scientist in the near future. If they are not currently based in the UK, they must be eligible for registration with the HCPC Registered Clinical Scientist 	Y Y Y Y	 Y
Previous Experience <ul style="list-style-type: none"> Some experience of the physics of diagnostic x-ray imaging. Practical experience with a range of diagnostic x-ray equipment and the clinical applications. Some experience of radiation protection in diagnostic radiology Some practical experience on more complex equipment such as CT scanners, mammography and digital radiography. Experience of laser protection work. Experience of sealed and unsealed sources 	Y Y Y	 Y Y Y
Skills <ul style="list-style-type: none"> Ability to communicate complex information to a range of individuals in both written and verbal formats Ability to use their judgement to analyse, critically appraise and interpret complex data or situations Ability to liaise with other staff within radiology departments (radiographers, radiologists and engineers). Physical accuracy and dexterity in order to be able to manipulate equipment. Ability to organise own work schedule. Self-motivated and able to work independently, whilst being aware of limits of experience/knowledge IT literacy including Microsoft Excel and Word, and the ability to use a range of specialist IT systems. 	Y Y Y Y Y Y	

Knowledge <ul style="list-style-type: none"> • Knowledge of relevant legislation, national standards, professional and other guidelines (e.g. IRR, IRMER, professional and regulatory body reports and guidelines.) • Broad knowledge of diagnostic radiology QA techniques • Basic knowledge of clinical uses of radiology imaging equipment. • Knowledge of dosimetry techniques used for calculating patient doses in Diagnostic radiology. • Must understand patient and staff risks arising from, x-ray equipment failure and operator errors, and when to escalate incidents. 	Y Y	
Other requirements <ul style="list-style-type: none"> • To manoeuvre, within the limits required for manual handling, heavy loads such as diagnostic dosimetry “phantoms”. • Understanding of, and commitment to, equality, diversity and inclusion • Must be able to concentrate where the work pattern is unpredictable. • Be flexible in their approach to coordinating workload • Be prepared to work in an environment where there is a radiation hazard. • Be able to travel easily between Trust Sites • Be able to work both independently and within a small team. • Be aware of own limitations and when to ask for advice from senior members of the team • Role model our Trust values every day 	Y Y	