

Job description

Post	Sonographer
Band	Band 7
Department	Radiology – X-Ray
Responsible to	Head of Radiology / Lead Sonographer
Professionally Accountable to	Head of Radiology Clinical Director / Lead Consultant in Ultrasound
Date written	15/08/2023
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Job summary

The post holder will be part of a team in delivering high quality diagnostic care and the right test at the right time.

You must be highly competent and keen to contribute towards efficient service delivery and excellent patient care.

You must hold a UK recognised Pg. Diploma or Pg. Certificate in Medical Ultrasound or equivalent and state registration with HCPC or equivalent is essential.

Join us and you will be part of a community that recognises your contribution.

- This is primarily a clinical role with a degree of first line management appropriate to address service needs and to support 7 days, including bank/public holidays as required by the needs of the service.
- To always provide a commitment to the highest quality patient care and to actively participate in programmes to develop excellent standards of patient care.
- Provide specialist advice pertaining to ultrasound service.
- Responsible for training and supervision of all staff within the ultrasound unit.
- Deputise to Lead Sonographer when required.
- To be receptive to new ways of working to ensure that the ultrasound department continues to remain resilient and flexible to changing service pressures and needs.
- To be conversant with national changes in diagnostics service delivery.
- To be open, positive, and flexible in considering implementation of changes which align with national priorities.
- To maintain a high standard of clinical governance by taking an active role in audit, peer review and QA programmes.



Compassion



Accountability



Respect



Integrity



Courage

Key working relationships

Head of Radiology
Clinical Director
Lead Consultant
Lead Sonographer
Consultants – Radiology and Trust
Head of Booking and Administration team
Sonographers
Health Care Support Workers
Porters

Main duties and responsibilities

- Perform general ultrasound scans including small parts, groins, musculoskeletal – big joints, DVT – lower limb including calf / superficial veins and AAA surveillance studies according to Trust, Departmental and Statutory regulations.
- To ensure delivery of the highest standard of care possible for patients by maintaining and monitoring consistently high standards of clinical competence within the Ultrasound team.
- To clinically justify ultrasound requests by prioritising in accordance with clinical urgency.
- Assist and deal effectively with unpredictable patient demand.
- Use equipment effectively and reporting any faults through appropriate channels.
- To be conversant with departmental computer systems and ensure that accurate records are maintained.
- Participate in audit and quality assurance programmes.

Provide a high standard of patient care.

- To ensure that the service delivery is patient focused and the highest quality.
- To ensure that the patient welfare, privacy, and comfort are maintained to the highest standard of care.
- Communicate distressing and unwelcome news using tact, empathy, and diplomacy.
- To participate in the monitoring of standards.
- To assist with the development of departmental procedures and protocols to ensure best practice is maintained.
- To facilitate patient enquires and concerns.

Assess and report on own specialist workload.

- To practice unsupervised and report a wide range of ultrasound examinations as an independent practitioner.
- To use analytical and judgment skills to interpret images whose acquisition is operator dependent, accurately differentiating between normal and pathological findings.
- To formulate a comprehensive diagnostic report on a wide range of clinical conditions. To ensure that the report is communicated to appropriate clinician in accordance with departmental protocols.
- To promote a high standard of technical expertise within the unit.

To communicate effectively to ensure the smooth running of the service.

- To communicate effectively with whole team and members of the public to ensure the smooth running of the ultrasound service and provide a high quality of care.
- Ensure that enquiries are dealt with promptly and efficiently and assist with complaints.
- To effectively communicate with referring clinicians regarding the ultrasound report to assist patient management.

To supervise Ultrasound staff and Students.

- To supervise, mentor, train and advise ultrasound staff and students.
- To undertake induction of staff and students in the assigned area.
To assist in the development of staff.
- To be a role model.

Deputise for Modality Lead Sonographer

- To take responsibility for the organisation of the assigned area.
- Ensure equipment is working correctly, undertaking troubleshooting if required.
- Reporting any equipment faults through appropriate channels, this may include calling local estates department.
- Liaise closely with the reception staff regarding urgent and complex appointment bookings.
- Adopt and implement agreed service developments in line with the Directorate and Trust objectives.
- Take responsibility for continual professional development while liaising with the line manager for advice, guidance, and allocation of appropriate resources for training and development.

This job description does not intent to cover all aspects of the job holder's duties but is intended to be indicative of the main areas of responsibility. The Trust is a fast-moving organisation and therefore changes in employees' duties may be necessary from time to time. The job description is not intended to be an inflexible or finite list of tasks and may be varied from time to time after consultation/discussion with the post holder.

Statutory and miscellaneous

- Take responsibility to ensure that Professional Registration is always up to date and does not lapse or expire and to inform line management immediately with any concerns or if registration lapses or expires. (All registered staff)
- The trust requires all roles requiring DBS check, to have a satisfactory DBS recheck every three years.
- The trust requires require all new starters to subscribe to the DBS update service where it is a requirement of the role.
- Be responsible for maintaining own vaccinations/Hepatitis B immunity.

- Safeguard patient confidentiality always including adherence to the Data Protection Act.
- Attend the Trust statutory refresher courses as necessary.
- This post is subject to the terms and conditions of employment of Kettering General Hospital NHS Foundation Trust.
- Be aware of the responsibility of all employees to maintain a safe and healthy environment for patients, visitors, and staff.
- Ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work and the Trust Equal Opportunities Policy.
- Have a commitment to identifying and minimising risk, report all incidents and report to manager any risks which need to be assessed.
- Any other duties commensurate with the grade and in line with the requirement of the post.

Confidentiality, Data protection and data quality

General Data Protection Regulation (GDPR) safeguards the handling of information held in both electronic and manual filing systems and it is the duty of all staff employed by the Trust to:

- uphold its principles; and
- adhere to Trust policies and to always maintain strict confidentiality.

It is a requirement of employment with the Trust that you must comply with the obligation of confidentiality in line with our Staff Privacy Fair Processing Notice, Patient Privacy Notice and Information Governance policies and procedures.

All staff have a responsibility to ensure that personal data is accurate, held securely and consent is gained (where appropriate).

Safeguarding Children & Adults at Risk

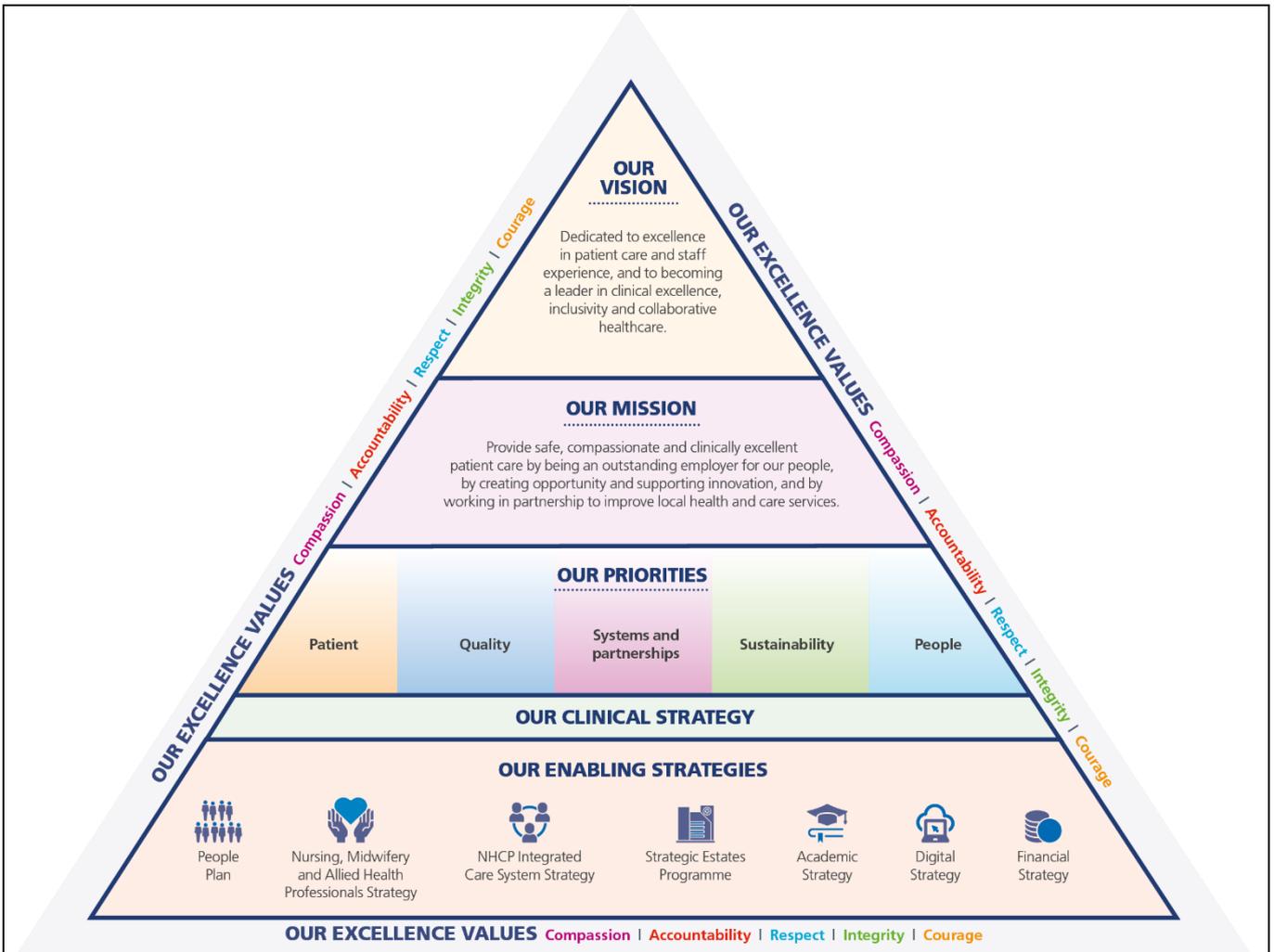
We are committed to safeguarding and promoting the welfare of children, young people, and adults at risk. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. You will be responsible for safeguarding the interests of children and adults who you come into contact during your work. To fulfil these duties, you will be required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating to safeguarding practice and to report and act on concerns you may have appropriately.

Our Vision and Values

Kettering General NHS Foundation Trust and Northampton General Hospital NHS Trust are both part of the University Hospitals of Northamptonshire NHS Group. Both hospitals are separate hospitals/employers with hospital board and leadership. We share a group executive team leading on a shared vision, mission, priorities, strategies and Dedicated to Excellence Values.

Please visit the following websites for more information about working for us:

- [Kettering General Hospital NHS Foundation Trust](#)
- [Best of Both Worlds Northamptonshire](#)
- [University Hospitals Northamptonshire NHS Group](#)



Our Excellence Values



Compassion



Accountability



Respect



Integrity



Courage

We care about our patients and each other. We consistently show kindness and empathy and take the time to imagine ourselves in other people's shoes.

We take responsibility for our decisions, our actions, and our behaviours. We do what we say we will do when we say we will do it. We acknowledge our mistakes, and we learn from them.

We value each other, embrace diversity, and make sure everyone feels included. We take the time to listen to, appreciate and understand the thoughts beliefs and feelings of others.

We are consistently open, honest, and trustworthy. We can be relied upon; we stand by our values, and we always strive to do the right thing.

We dare to take on difficult challenges and try out new things. We find the strength to speak up when it matters, and we see potential failure as an opportunity to learn and improve.

Shortlisting Criteria	Essential	Desirable
Education, Training & Qualifications		
Qualified Sonographer with MSC, DMU, Post Graduate Diploma or certificate in Medical Ultrasound or equivalent	x	
HCPC registered or equivalent	x	
Recognised post graduate qualification in Vascular / MSK Ultrasound		x
Knowledge & Experience		
Experience in ultrasound and independent reporting	x	
Ability to successfully manage people and change	x	
Expert knowledge of Ultrasound	x	
Expert knowledge of professional guidelines, policies, and procedures	x	
Skills		
Able to prioritize and meet deadlines effectively	x	
Ability to successfully manage people and change	x	
Flexible approach	x	
Analyses problems and implements effective and proper solutions	x	
Able to convey accurate information to patients and colleagues ensuring comprehension of complex data	x	
Clear effective communication skills, good people skills	x	
Able to manage both stressful situations and the emotional needs of the patient, as experienced in trauma situations	x	
Key Competencies/ Personal Qualities & Attributes		
Caring and compassionate with dedication to patient care	x	
Enthusiastic, motivated, and keen to undertake further training and roles in line with the needs of the service	x	



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