



CONSULTANT RADIOGRAPHER

INFORMATION FOR CANDIDATES

ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

Our Vision:

“To provide excellent care for the communities we serve”

Our Values:



OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

COLLEAGUE BENEFITS

GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Salary sacrifice schemes for home electronics and bikes

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

HEALTH AND WELLBEING

PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

LEARNING AND DEVELOPMENT

COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job



JOB DESCRIPTION

Job Title	Consultant Radiographer
Band	8C
Directorate	Radiology
Accountable to	Lead Superintendent Radiographer
DBS Required?	Yes

JOB OVERVIEW

The post-holder will be expected to provide and facilitate an expert level of care in breast imaging services. They will exercise the highest degree of professional autonomy enabling and embedding values based practice across pathways, services, organisations and systems, working in partnership with individuals and teams. This extends beyond developing expertise in professional practice and independent decision-making within complex and unpredictable contexts. They will demonstrate expertise and evidence informed practice.

Work collaboratively with colleagues delivering a seamless continuity of service for the NHS Breast Screening Programme and symptomatic breast services at Shrewsbury and Telford Hospital NHS Trust;

Liaise with colleagues regarding annual leave and during times of increased workload, ensuring clinical workload commitments are covered to maintain continuity of service in both the screening and symptomatic services;

Clinical duties will be undertaken at both the Royal Shrewsbury Hospital, Shrewsbury, and the Princess Royal Hospital, Telford. As such, the post-holder must have a current driving licence and access to private transport.

This post requires extremely high levels of clinical judgement involving frequent periods of intense concentration, utilising a significant amount of physical, emotional and intellectual resourcefulness in managing patients, equipment and external influences.

The post is structured around the core domains of consultant practice requiring the post-holder to demonstrate involvement in, and contribute towards:-

- Expert clinical practice
- Leadership
- Education and training
- Practice development and research

MAIN DUTIES AND RESPONSIBILITIES

Clinical Practice

- Provide an exceptionally high level of expertise in the specialist clinical field of imaging in relation to management and diagnosis of breast diseases in both the screening and symptomatic environment. This will require the use of highly advanced clinical skills, to the level of a Consultant Radiologist, providing expert consultancy patient-centred care;
- Provide and facilitate an expert level of care to patients presenting with, or at risk from, breast cancer and other breast diseases, including the assessment and diagnosis of patients. To advise on the role and appropriateness of further complex imaging such as MRI or CT in the evaluation and workup of breast problems;
- To exercise the highest degree of professional autonomy in the decision making process, assimilating highly complex facts or situations that require analysis and interpretation of data, leading to the implementation of an appropriate management strategy for the patient.
- To work totally autonomously in day to day practice being professionally accountable and legally liable for their acts and omissions as an independent clinical practitioner. This may on occasion require deviation from standard practice whilst working within national and departmental guidelines;
- To create and develop protocols of care and design patient care pathways, aiming to provide examples of best practice within the Trust to be disseminated across the region and nationally; Provide clinical expertise, consultancy and professional education as part of a multi-disciplinary approach to patient care;
- Work in collaboration with the MDT, and involve users of the service, to ensure continuous improvement in patient care; Present and discuss difficult, highly complicated cases which do not have clear differentiating features to indicate benign or malignant disease at the MDT. Discuss and evaluate the most appropriate, ethical course of action required to further investigate and provide a diagnosis and further management;
- Operate within existing guidelines and work both autonomously and closely with the Consultant colleagues, to provide seamless breast imaging services at both clinical sites;
- Manage their own caseload working entirely unsupervised during symptomatic and screening assessment clinics, prioritising workload combining clinical and administrative work;
- Use the highest level of interpersonal skills to communicate complex, sensitive and distressing information to patients, clients and their relatives in a professional manner at all times;
- Be responsible for reassuring and independently discharging patients from NHSBSP assessment clinics;
- Perform ultrasound and stereo-guided interventional procedures including, tumour marker clip insertions, wire localisations, cyst aspirations, FNA and axillary node biopsies, using all types of ultrasound and X-ray equipment within the Breast Imaging Department. A great deal of manual dexterity is required and excellent hand-eye coordination in order to obtain representative samples and avoid any sampling error and damage to adjacent structures, as a lesion may only be several millimetres in size;
- Independently interpret and diagnose screening and symptomatic mammograms and be able to describe images, suggest diagnosis and suggest histological investigation as appropriate;
- Interpret a minimum of 5,000 screening mammograms per annum as a film-reader, according to local and

national protocols and in line with NHSBSP requirements;

- Participate in the unit's double reading protocol and to participate in arbitration/consensus sessions;
- Participate in the unit interval cancer reviews;
- Act as arbitrator in cases where there is uncertainty as to whether a patient should be recalled for further investigation;
- Direct the imaging work up in two week wait clinics and the assessment of women recalled from the NHSBSP according to all guidance and quality standards. This will involve concurrent use of mammographic interpretation, ultrasound investigation and invasive biopsy skills in conjunction with excellent abilities in patient communication and support;
- Use highly skilled professional judgement to determine the most appropriate course of action for patient centred care on a case by case basis; incorporating information from the wider context (including CT, MRI, PET).

Leadership

- Facilitate workplace cultures that are person centred, safe, effective and good places to work through enabling collective leadership that embeds shared values in workplace systems and networks;
- Contribute to discussions within the Trust on service developments;
- Acts as a role model promoting high quality, person-centred, compassionate relationships, translating shared values for patients resulting in safe, effective, care/services are delivered by all;
- Provide specialist knowledge and advice to senior medical staff, patients, carers and other members of the breast team including imaging colleagues;
- Demonstrate expert knowledge in mammography for both symptomatic and screening environments acting as a source of reference for colleagues;
- A core member of the multi-disciplinary team, presenting both their own and colleagues' caseload, and will contribute to the clinical decision-making process regarding patient-centred treatment;
- Use knowledge and clinical reasoning skills to determine appropriateness of referrals and breast imaging requests and guide and direct appropriate imaging requirements;
- Engage with other clinicians across professions in the development and advancement of innovative practice;
- Engage with the planning and organisation of a broad range of complex issues and components in order to formulate plans and strategies to implement improved service delivery and staff development;
- Active participation on national forums and share best practice, advising and proposing policy changes or service development at a local, regional and national level;
- Continually assess, monitor and report clinical risk and challenge own and others' practice.

Education and training

- Have attended an approved Advanced Communications Skills Course and be able to discuss diagnoses of breast cancer with patients and be able to break bad news;
- Encourage the development of, and provide expert assistance to junior colleagues and act as a role model to all members of staff;
- Teach junior medical staff and specialist radiology trainees and to organise suitable educational experiences within the breast unit for medical and other health professional students;
- Train health professionals in advanced mammography practice;
- Develop clinical protocols for breast imaging and interventional procedures that are evidencebased and up to date;
- Be a HCPC registered practitioner authorised under IR(ME)R responsible for the justification and authorisation of medical exposures to ionising radiation;
- Consistently adhere to the Health Professions Council and the Society of Radiographers Code of Professional Conduct, local Trust policies, national and local protocols and guidelines, and be actively involved in clinical supervision and peer review;
- Demonstrate knowledge of current breast issues in all aspects of breast disease and its management, leading on the implementation of new and innovative technologies;

- Continue education and self-development, including regular reviews of performance and a high level of critical self-awareness through robust audit process;
- Develop specialist training and educational programmes for the mammographic staff, covering new developments in breast imaging;
- Share professional knowledge and expertise through formal and informal teaching using various methods of delivery;
- Undertake annual performance review and develop personal development plans for consultant practice;
- Promote a reflective, questioning approach to clinical practice and support the use of clinical supervision to enhance the quality of patient care;
- Provide inter-professional support and education within the speciality for staff of all disciplines studying at undergraduate and post-graduate levels;
- Help others to develop and deliver appropriate strategies to meet the educational needs of patients, and monitor and evaluate the effectiveness of these strategies;
- To develop and bring strategic direction within breast imaging in order to continually improve services, modernise the clinical team and facilitate the achieving of National targets.

Practice development and research

- Take a leading role in research, development and audit and be responsible for the implementation of evidence-based practice within breast imaging;
- Take part in regular client satisfaction surveys and participate in regional QARC audits and visits;
- Participate in national film-reading QA performance (PERFORMS) audits and other CPD activities;
- Support and work with the Director of Breast Screening to participate in, and seek opportunities for, research projects, working in collaboration with colleagues in relevant academic establishments regarding radiographic and/or inter-professional research;
- Examine and develop research and evidence-based practice to support clinical effectiveness within breast imaging;
- Participate in further development and evaluation of Consultant Radiographer posts locally and nationally;
- Contribute towards integration of the screening, assessment and symptomatic services with due regard to the importance of communication in a split-site service;
- Actively disseminate experiences through professional and academic publications and major national conference proceedings;
- Contribute to the development of integrated care pathways relating to the care of patients with breast problems requiring breast imaging;
- Present and publish results of such research both locally and nationally.

OPERATIONAL

- Liaise with the Lead Superintendent Radiographer with matters relating to the day to day departmental activity;
- Contribute to the strategic and operational development of the breast imaging service within the Trust, working closely with all relevant interested parties, e.g. breast surgery;
- Assist in the development of the annual business plan and training plan for the service, taking into account national strategy for the NHSBSP and Trust strategy for both the breast screening and breast symptomatic services;
- Work with the regional breast QA team (SQAS) to monitor the service and implement actions;
- Be an active member of the Breast Screening Programme Board, attending quarterly meetings to monitor performance and plan future strategy;
- Attend Radiology Governance meetings, contributing to the development of policies and pathways and governance issues such as complaints and risk management;
- Work with the Director of Breast Screening and the Programme Manager in formulating policies and protocols; providing evidence, monitoring and reviewing against relevant national standards in order to influence their development;
- Be familiar with and comply with all Trust and Radiology/Breast Imaging policies and procedures and ensure adherence by all members of the team.

TECHNICAL

The post-holder will: • be fully competent with the operation of all appropriate imaging equipment within the department and responsible for its safe use by the post-holder and other members of staff; • participate in ultrasound and X-ray equipment evaluation, testing and quality assurance, providing relevant feedback to Shrewsbury and Telford Hospital NHS Trust; • be fully competent with the operation of all additional equipment within the department, e.g. suction, oxygen, manual handling devices; • actively participate in all aspects of the NHSBSP QA programme, follow national guidelines and meet all specific NHSBSP quality targets.

ADMINISTRATION / IT

The post-holder will be expected to:

- be competent in the use of Trust IT systems eg Microsoft Office, NBSS, CRIS, PACS, SemaHelix, Review;
- ensure patient/client confidentiality is maintained at all times in accordance with NHSBSP and Trust policy;
- complete all hand written records accurately and legibly and in a timely fashion; 6 of 8 2020
- make appropriate referrals to hospitals in other Trusts as necessary;
- be responsible for entering clinical data directly and to maintain accurate records for audit purposes



PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.

QUALIFICATIONS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • DCR or BSc (Hons) Radiography • Certificate of Competence in Mammography • Post-graduate qualification in Mammography Image Interpretation • Post-graduate qualification in Breast Ultrasound • Post-graduate qualification in ImageGuided Breast Interventional Procedures • MSc in Radiography • HCPC State-Registered Radiographer 	

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Advanced specialist knowledge across a range of procedures and practices within Breast Imaging that is underpinned by theoretical study at Masters level • Experience of research/audit at high level • IR(ME)R Regulations • Health and Safety • Information Governance & Confidentiality • Specialist expertise underpinned by theory and extensive practical experience in all areas – breast ultrasound, intervention and image interpretation • High standard of clinical skills • IT competent: Microsoft Office, NBSS, PACS • Comprehensive up-to-date CPD portfolio • Proven experience in audit • Participation in PERFORMS • Must be able to make judgements on a wide variety of complex clinical and operational issues • Teaching and supervision of students and trainees 	<ul style="list-style-type: none"> • Experience with CRIS, Review, SemaHelix

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Day to day supervision of junior staff • Proficient in reading, writing and notetaking using the English language • Handwriting must be legible and concise • Able to maintain accurate patient records according to Trust policy • Able to communicate complex, sensitive information requiring empathy and reassurance, removing barriers to understanding • Must possess good verbal English • Able to communicate face-to-face, by telephone and e-mail • Able to communicate with all grades of staff, e.g. support staff, radiologists and management • Must have attended an Advanced Communication Skills Course • Participation in individual performance review 	<ul style="list-style-type: none"> • Delivery of formal and informal presentations to a wide range of audiences • Experience of presenting and publishing data and material for journals, meetings, conferences and events • Participation in individual performance review of junior colleagues

OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Decisive in making judgements on a wide variety of complex clinical and operational issues • Team worker within a multi-disciplinary setting • Professional manner • Flexible/adaptable • Approachable • Good time-keeper • Good attendance record • Positive approach to CPD • Patient-focused approach to work • Self motivated • Ability to use initiative • Excellent interpersonal skills • Able to work independently • Accountable for own professional actions • On a daily basis, be able to safely undertake manual handling procedures, involving patients and equipment in a repetitive manner 	<ul style="list-style-type: none"> •

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Able to perform with high levels of accuracy and dexterity to carry out all forms of interventional breast work, subcutaneous local anaesthetic injections and breast ultrasound • Ability to concentrate during the imaging process and decision-making • Prolonged concentration working at a computer work-station required during film-reading • Presentation of complex clinical findings to senior medical staff at MDT • Able to prioritise work and work under pressure in a high turnover environment • Able to support others who work under pressure • Able to make effective clinical and nonclinical decisions • Able to cope positively with frequent interruptions • Personal and intimate contact with patients • Able to work in an environment which can occasionally be distressing • Able to work in an environment with hazardous substances • Able to deal with violent and aggressive patients/relatives/staff • Able to commit to and cope with unsocial hours/extended working days • Participation in prospective cover of colleagues at times of annual leave • Flexibility to accommodate rota changes when workload demands • Frequent exposure to highly distressing and highly emotional circumstances • Able to cope with imparting bad news in relation to breast cancer to patients and relatives in a sensitive manner • Must be able to travel between the two main hospital sites 	

GENERAL CONDITIONS

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

HEALTH & SAFETY

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

INFECTION PREVENTION AND CONTROL (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

INFORMATION GOVERNANCE

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.

- Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.
- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

PROFESSIONAL STANDARDS AND PERFORMANCE REVIEW

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse.

As an employee of the Trust, you have a responsibility to ensure that:

- you are familiar with and adhere to the Trust's Safeguarding Children procedures and guidelines
- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role

SOCIAL RESPONSIBILITY

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

CONTINUOUS IMPROVEMENT

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

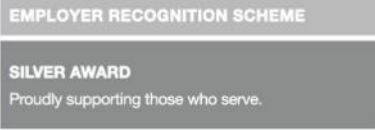
The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

NO SMOKING POLICY

There is a no smoking policy in operation within the Trust. Smoking within the Trust's premises or within the Trust's grounds is not permitted.

MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.





The Royal Shrewsbury Hospital

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[Getting to The Royal Shrewsbury Hospital](#)

The Princess Royal Hospital

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Minicom: 01952 641222 Ext: 4995

Address:

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Apley Castle

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[Getting to The Princess Royal Hospital](#)