

JOB DESCRIPTION FORTIUS CLINIC

Job Title	Senior Radiographer
Department	Imaging
Line Manager	Lead Radiographer
Location	Fortius Marylebone, Fortius City, Fortius Wimbledon, Fortius Surgical Centre
Contract type	Full time 37.5 hours
Salary	Competitive

JOB SUMMARY:

This post would be ideally suited for an MRI radiographer wishing to develop their MRI and orthopaedic imaging experience.

Fortius Clinic Imaging is currently delivered at four sites, Fortius Marylebone, Fortius City, Fortius Wimbledon and Fortius Surgical centre.

The Imaging department has 3 Siemens scanners. A 1.5T Avanto in Marylebone, 3T Spectra in City and 3T Lumina in Wimbledon. There are Siemens DR rooms at both the City and Wimbledon, Marylebone has a DR and CR x-ray room at Marylebone with a Siemens Image intensifier. There are currently 2 GE image intensifiers and 1 Siemens Image Intensifier at the Surgical Centre.

Our current operating hours are Monday to Friday 07.00-21.00 plus Saturday mornings at Marylebone and Wimbledon.

The MRI and X-ray service is currently delivered at Marylebone, City and Wimbledon only. All work is performed in Marylebone and the Surgical Centre. The Senior radiographer role involves a mix of orthopaedic MRI and X-rays, along with Theatre II sessions at the Surgical Centre.

A wide variety of patients will be encountered including elite sportsmen and women and VIP's. All patients are to be treated with the same courtesy and professionalism. It is an absolute requirement of employment that confidentiality must be strictly maintained at all times.

The clinic is the leading private centre for: -

- Orthopaedics
- Sports medicine

The MRI Unit performs a wide range of examinations for all the above specialities. We also provide an orthopaedic imaging service for children over 5 years.

We do not offer sedation or general anaesthetic services in imaging.

The post-holder will undergo a comprehensive induction/training period whereby they will be working with the lead radiographers and other senior radiographers to deliver a five-star service in the Imaging Department. They will develop specialised knowledge and expertise and produce high quality images to assist in diagnosis and treatment, while demonstrating high standards of care.

The responsibilities will include teaching and supervision of qualified junior staff and occasional agency/bank staff in both the delivery of the service and their individual development needs in a motivational manner.

Assisting with and managing workflow and ensuring all data inputs are recorded for both patient record integrity and statistical evaluation purposes. They must exhibit a high professional and technical standard and adapt to different learning environments.

Demonstrating partnership in professional development issues, maintaining a high level of technical and theoretical skills through personal CPD.

Participating in the governance of the department in areas including risk management, health and safety, research and audit activities.

MAIN DUTIES AND RESPONSIBILITIES

CLINICAL RESPONSIBILITIES

- To maintain HCPC registration.
- To liaise with referral sources where clarification is required regarding selection of the most clinically appropriate imaging examination.
- To act as a point of advice for imaging referrers.
- To ensure the safety of all patients and personnel within MRI, Theatre and X-ray department.
- To communicate effectively and empathetically with patients and their escorts prior to, during, and after an examination, especially in difficult or emotional circumstances, using both verbal and non-verbal communication skills.
- To ensure patients receive a high standard of care across all modalities.
- To acquire diagnostic images, and physically position the full range of patient presentations, accurately for examinations, considering patient limitations and adapting standard techniques where necessary.
- To match clinical indications presented by the referrer to an appropriate departmental protocol.
- To operate advanced software on specialist radiological equipment, requiring excellent hand-eye co-ordination,
- To review images and ensure that supplementary imaging procedures are considered prior to patient departure from the department.
- To be able to offer good clinical judgement when assessing and interpreting images produced by themselves or more junior staff
- To ensure that images are presented for reporting purposes in a timely and accurate manner.
- To ensure that urgent findings are communicated and patients directed accordingly.

- To highlight abnormalities noted during scanning to the relevant Clinician or Radiologist
- To review and comment on continuing appropriateness of imaging protocols.
- To participate in the delivery of the imaging service and an out of hours service when required.
- To work unsupervised within the out of hours service arrangements.
- To be able to set up and clear a basic sterile trolley for interventional procedures.
- To participate in patient monitoring or administration of oxygen, under supervision.
- To ascertain from the patient, patient's guardian or the referrer, the patient's suitability for receipt of intravenous (IV) contrast media.
- To perform intravenous cannulation and manual injection of contrast agent.
- To undertake other duties as and when required by the demands of the service or the Imaging Manager.

RESPONSIBILITY FOR PATIENTS

- To professionally and legally take responsibility for providing a high standard of clinical care and patient welfare, and supporting other staff to do likewise across all imaging modalities.
- To physically position the full range of patient presentations accurately and safely for examinations, taking into account patient limitations and adapting standard techniques where necessary.
- To act as a point of advice for patients' enquiries regarding their referral.
- To ensure patients have agreed to exposure to ionising radiation prior to their examination, using the principles of 'informed consent'.
- To assess specific communication needs of individual patients.
- To communicate effectively and empathetically with patients and their escorts prior to, during, and after an examination, especially in difficult or emotional circumstances, using both verbal and non-verbal communication skills. To maintain a professional standard of communication between patients and members of the public.
- Follow infection control policies when required dictated by individual patient condition and requirement.

RESPONSIBILITY FOR POLICY AND SERVICE DEVELOPMENT

- To review and comment on continuing appropriateness of imaging protocols.
- To report any instances of sickness in a timely manner and as dictated by clinic and departmental policy.
- Excellent time keeping.
- To adapt, and quickly respond to changes in service, patients or departmental need. To comprehend and adhere to the requirements of all Health & Safety regulations
- To ensure that non-accidental injury (NAI) referrals are handled in line with departmental policy and all legal requirements and Child Protection measures are fulfilled.
- To carry out all responsibilities with regard to the Clinics' Equal Opportunities Policy
- To abide by the Clinics No Smoking Policy.
- Adhere to both the Clinic and Departmental uniform policy.

RESPONSIBILITY FOR FINANCIAL AND PHYSICAL RESOURCES

- To be responsible for the care and safe handling of equipment and accessories in the area of work.

- To ensure that equipment faults are recorded appropriately and reported to the relevant company and lead radiographer/Imaging Manager.
- To ensure continuing familiarisation with the current QA measures in place within the department
- To attend QA meetings when required
- To trouble-shoot equipment faults and make suitable provision for the service in the event of equipment failure. Notifying the relevant senior member of staff in the area.
- To ensure records surrounding the above events are maintained at all times.

RESPONSIBLE FOR LEADING AND MANAGING

- To be familiar with the range of technical applications available on imaging equipment.
- To perform regular equipment testing, quality assurance and audits when required ensuring all results are documented and reported, recognising trends and proposing action required to effect change.
- To act as team leader in certain areas of the department, offering support, advice and motivation to more junior staff.
- To manage and lead an area of the department in the absence of the Lead Radiographer.
- To be involved with the recruitment and selection of staff at appropriate levels.
- To participate in the appraisal of junior staff.
- To allocate radiographic resources appropriately to the surgical centre dependent upon demand.

RESPONSIBILITY FOR INFORMATION RESOURCES

- To ensure that images are presented for reporting purposes in a timely and accurate manner.
- To support the cascading of information through the department.
- To enter accurate data on MeddBase and PACS (Intelerad) ensuring patient confidentiality. All users are governed by the Data Protection Act (1998). Unauthorised disclosure of such information is regarded as gross misconduct, and will result in disciplinary action up to, and including, dismissal.
- To monitor and report deficits in the data integrity of MeddBase and PACS (Intelerad), in use in the department.

RESPONSIBILITY FOR RESEARCH AND DEVELOPMENT

- To participate in the academic programme of the department as required.
- To prepare and present short presentations or lectures for Imaging and non-Imaging staff.
- To participate in the CPD programme for all staff, and demonstrate commitment to personal CPD and career pathway development.
- To undertake measurements and evaluations of own work and current practices through the use of Evidence Based Practice (EBP), either individually, as part of a group or with a more senior member of staff.
- To actively participate in the technical and patient-focused aspects of the department's audit programme
- To conduct examinations according to protocol for a range of clinical trials.
- To evaluate technology and its clinical application.
- To provide training in the use of clinical equipment for other staff, advising on appropriate record-keeping.

- To demonstrate a level of competence and understanding in a range of specialised radiological procedures e.g. CT scanning.
- To provide pastoral support for new staff.

Equality & Diversity

All Fortius employees must have respect for every individual, treating everyone with dignity, courtesy, fairness and consideration, and welcoming and accepting differences between people. It is the responsibility of every employee to work towards the elimination of all discrimination and prejudice.

Health & Safety

All Fortius employees have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Employees are required to co-operate with management to enable Fortius to meet its own legal duties.

Infection Control

It is the responsibility of all staff to recognise their role in maintaining a safe environment for patients, visitors and staff to minimise the risk of avoidable Healthcare Associated Infection. Employees are responsible for ensuring that they are fully aware of the Fortius Infection Prevention and Control policies.

Quality Governance

All Fortius employees must adhere to Fortius policies and procedures and seek advice on these when in doubt as to their scope and applicability. Employees are specifically reminded that they must respect the confidentiality of all information they have access to during their employment including personal data.

Values

All Fortius staff are expected to display and aspire to the Fortius Values.

Making it Happen

Be proactive in reviewing the current service, making recommendations and implementing changes to continuously improve the patient journey.

Stronger Together

Work in partnership with the multi –disciplinary team to challenge and influence clinical and managerial decision making.

Personalised Service

Deliver a patient centered service, provide patients with information regarding their care and treatment.

Person Specification

Qualifications/ Skills/ Experience	Essential	Desirable
Degree or Diploma in Diagnostic Radiography	X	
HCPC registration	X	
Evidence of CPD	X	
Significant MRI, x-ray and II Orthopaedics procedures experience	X	
Experience using 3T		X
Ability to undertake IV cannulation	X	
Able to make judgements involving complex facts or situations which require the analysis, interpretation and comparison of a range of options	X	
Demonstrate effective verbal and written communication skills	X	
Some knowledge of PACS and other IT systems		X
Excellent team working and MDT skills	X	
Flexible and adaptive to changing situations	X	