

Spire Healthcare – Clinical Job Descriptions

1	Job Title / Code	Radiographer (00155)
2	Reports To	Diagnostic Imaging Manager
3	Department	Spire Hospital

4 Job Purpose

Exercise reflective clinical judgment, assume professional responsibility for the assessment, planning and delivery of patient care and examination in the diagnostic imaging department.

5 Overall Responsibilities

1. Assess patient's health and wellbeing across a complex and changing caseload.
2. Assist in the delivery of care to meet individual's health and wellbeing needs
3. Provide and receive complex, sensitive or contentious information.
4. Develop own knowledge and skills and those of others.
5. Promotes best practice in health and safety and security.
6. Assist in maintaining and developing services.
7. Contribute to quality improvement.
8. Promote people's equality, diversity and rights
9. Apply technology for measurement, monitoring and treatment.

6 Specific Responsibilities

- 1. Assess patient's health and well being across a complex and changing caseload.**
 - Discuss, agree and explain responsibilities for the examination of patients, including their needs and any associated risks.
 - Explain the radiographer's role, responsibility, accountability and scope of practice for the assessment of a group of patients.
 - Promote patient's rights and wishes during the imaging process and gain informed consent.
 - Identify patient's health needs by undertaking thorough subjective and objective assessment methods, using full clinical expertise.
 - Obtain information on patient's needs within the overall context of their personal and care requirements for diagnostic imaging.
 - Interpret patient data using all of the information to assist in the making of a clinical diagnosis, make this available to relevant others.
 - Identify the implication of the patient's assessment in order to formulate an appropriate and agreed imaging plan.
 - Transfer and apply appropriate skills and knowledge to new needs and issues.
 - Identify and report any significant changes that might affect the individual's health and wellbeing to the appropriate person within the diagnostic imaging or hospital team.

2. Plan, delivery and evaluate care to meet individual's health and wellbeing needs

- Identify patient's diagnostic needs, which are realistic to their wishes and circumstances.
- Using clinical reasoning skills develop imaging plans that are appropriate to the patient taking into consideration their diagnostic imaging care, risks and wellbeing.
- Prepare patient, self and environment appropriately for each imaging intervention.
- Integrate evidence-based practice within an imaging plan in order to deliver optimum patient care.
- Empower patients to promote their own health and wellbeing, whilst evaluating the effectiveness of the imaging intervention. Improve the effectiveness of the care to meet changing patient's needs.
- Respect patient's privacy, dignity, wishes and beliefs to minimise any necessary discomfort.
- Accurately maintain records of personally generated clinical observations, imaging and radiation records. This will allow accurate billing, budgetary and stock control within the diagnostic imaging department.

3. Provide and receive complex, sensitive or contentious information.

- Identify potential communication differences, relevant contextual factors and the risk of communicating or not communicating information at that time.
- Communicate information with regard to the patient's condition in a manner which is consistent with the level of culture, background and understanding using the patient's preferred method.
- Develop empathy with patients and provide reassurance when required.
- Recognise and manage differences of opinion and maintain communication enabling a constructive outcome to be achieved.
- Proactively use a range of skills and styles of communication with others to improve long term goals.
- Promote and model good practice consistent with legislation, Spire Healthcare and in accordance with the Society of Radiographers core standards and Professional Code of Conduct.

4. Develop own knowledge and skills and contribute to the development of others.

- Complete the requirements of Spire Healthcare and departmental induction programme.
- Assess and identify current knowledge and skills to the demand of the job, reflect on knowledge and skills and seek feedback from others.
- Prepare for and actively take part in Spire Healthcare's enabling excellence programme and set personal development objective.
- Take an active part in a variety of learning activities, making effective use of learning opportunities within and outside Spire Healthcare.
- Attend annual mandatory training programme.
- Maintain a continual professional development portfolio. Apply own new learning to the future development of radiography.
- Assist others to reflect on their current level of knowledge and skills, and to identify their

learning needs and practices.

- Support others to apply their knowledge and skills in practice.

5. Promotes best practice in health and safety and security

- Undertake work activities and related training as defined in Spire Healthcare health and safety policies and procedures.
- Identify risks involved in the working practices for each patient. Manage those risks and help others to do the same.
- Maintain a safe working environment for self, colleagues, patients and others.
- Monitor work areas and practices ensuring they are free from hazards and conform to health and safety legislation.
- Monitor work areas and practices complying with Ionising Radiation (Medical Exposure) Regulations.
- Take the necessary action in relation to risks in the workplace.
- Support others in maintaining health, safety and security.
- Act as a role model in promoting health, safety and security.

6. Maintaining and developing services.

- Apply legislation, policies and procedures correctly to own work.
- Identify with others the risks and priorities for improving the diagnostic imaging service, make constructive suggestions for improvement
- Evaluate personal actions and review with others the outcomes and implications for the diagnostic imaging service.
- Agree with others how diagnostic imaging services need to develop, provide the appropriate support as service changes.
- Continually evaluate diagnostic imaging service to ensure continuous improvement and competitive advantage.

7. Contribute to quality improvement.

- Understand job role and scope and identify how this can be developed over time.
- Prioritise own workload in the most effective manner identify and manage any risks to quality.
- Maintain continual professional development in quality improvement, make recommendations on how quality in own area of work can be improved.
- Raise quality concerns and related risks with the diagnostic imaging manager and re-evaluate to ensure improvements have been made.
- Facilitate others to understand how their practice could change to improve quality, and support them in doing so.
- Act as a role model and work within the parameters of Spire Healthcare principles, policies and procedures.

8. Promote people's equality, diversity and rights

- Act as an exemplar for the rights of others, actively promote equality, diversity, rights and responsibilities.
- Treat everyone with respect and without discrimination, advocate on behalf of those whose rights have been compromised.
- Act in ways that are consistent with people's expressed beliefs and preferences, acknowledge the benefits of diversity and value people as individuals.
- Promote up to date information in ways which acknowledge the complexity of decisions. This allows people to make an informed decision. Support those that need assistance.
- Reflect on and challenge assumptions and ways of working of self and others, recognise dilemmas and develop appropriate solutions.

9. Apply technology for measurement, monitoring and treatment

- Confirm the imaging procedure then select and use appropriate equipment or technique whilst working within scope of practice at all times.
- Undertake procedure only when it is safe for the individual concerned and once informed consent is obtained.
- Prepare client, equipment, environment and materials appropriately to reduce the risk of the imaging procedure.
- Position self and imaging equipment correctly, apply and use technology correctly for the procedure concerned.
- Communicate appropriately with those involved throughout the imaging process.
- Monitor patient's condition throughout the imaging process taking timely and appropriate action to manage any arising complications.

7 Qualifications, Training and Experience

Competence across a range of diagnostic imaging skills, supported by professional and clinical knowledge acquired through degree (BSc Hons in Radiography) or equivalent. Member of the Health Professions Council. Evidence of continual professional development.

8 Judgment Skills

Involves a variety of job-related facts or situations, which require analysis or comparison using sound clinical reasoning. Competently assesses acute and other patients conditions offering an appropriate diagnosis from a range of options.

9 Freedom to Act

Use initiative while working within clearly defined occupational policies, evidenced by acceptable standards and results.

Organise own day to day work tasks or activities at own discretion, under the delegation of clinical manager. Not directly supervised.

Act as an autonomous and accountable practitioner guided by the precedent and clearly defined occupational policies and procedures, including the core standards and Professional Code of Conduct

presented by the Society of Radiographers and the Health Professions Council.

Communicate with work colleagues in a helpful and informative manner.

10 Dimensions

Demonstrates own activities or workplace routines to new or less experienced employees within diagnostic imaging department.

11 Environment

The post holder will function within an unpredictable, yet structured, work pattern which requires frequent moderate physical skills which are normally obtained through practice over a period of time.

I have read, understood and accept this job description

Name : _____ **Signature :** _____
Position : _____ **Date :** _____