Welbeck | Beyond better healthcare

Job Description: Senior General X-ray/CT Radiographer

Location: Welbeck, London
Department: Imaging & Diagnostics
Reporting to: Imaging and Diagnostics Centre Director
Contract: Part-time, Permanent

About Welbeck:

Welbeck is a leading private healthcare provider based in London, bringing together a network of specialist centres of excellence under one roof. Located within Welbeck Street, Welbeck offers consultant-led care across a range of disciplines, combining advanced diagnostics, imaging, and treatment services in a modern, patient-focused environment.

About The Role:

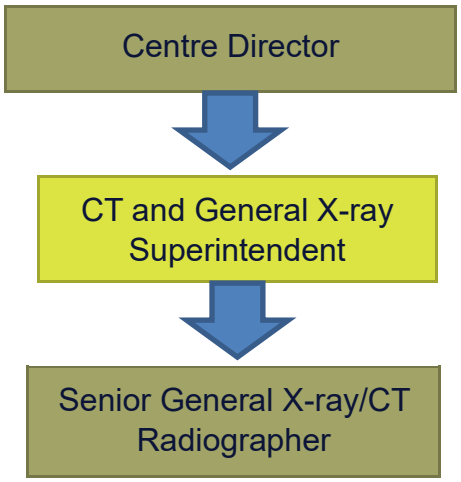
At Welbeck we are committed to empowering our teams, bringing together outstanding people, and doing work that matters in an inclusive environment. We believe a health working culture starts at the top and our workplace culture is the translation of our organisation's values.
You will work as part of a team ensuring compliance to Welbeck Imaging and Diagnostics Terms & Conditions.
You will complete high quality imaging in line with IRMER 2017 and IRR 17 Regulations for CT, X-ray, Standing CT, Theatre including high quality cardiac imaging and DEXA (dual energy X-ray absorptiometry)
Contribute to a patient focused service of the highest quality under the supervision of senior radiographers and CT and General X-ray Superintendent.

- **Develop our clinical excellence**: work with the Imaging Centre Director and the modality leads to implement initiatives to improve patient experience.
- **Training & development**: exposure to opportunities to continually develop your knowledge.
- **Drive innovation**: under the guidance of the Centre Director and the MR and CT Leads, trial and adopt new innovations to improve outcomes, patient experience or efficiency.

- **Quality assurance & performance improvement:** ensuring the Centre's activities and records adhere to regulatory requirements; evaluate performance and develop action plans for improvement. Commit to working in a culture of continuous improvement that focusses on quality and patient satisfaction.
- **Regulatory, governance & safety**: always adhere to appropriate processes to meet the requirements of any accreditation bodies. Assist in developing, supporting and implementing policies and procedures.

- **Drive innovation:** play a role in a radiography group that is looking to trial and adopt new innovations to improve outcomes, patient experience or efficiency.

- **Use cutting edge equipment**: you will have the opportunity to work with premium equipment to ensure the most effective service can be delivered.



Key Responsibilities:

- To independently assess and justify examinations under the Ionising Radiation (Medical Exposure) Regulations (IR(ME)R 17) using practitioner guidelines and advice from senior staff where appropriate.
- To perform imaging examinations and care for patients during these examinations, respecting the rights of privacy and confidentiality, and to evaluate the clinical quality of images produced.
- To perform specialist CT examinations including CT Cardiacs, CT TAVI, CT Virtual colonoscopy, and interventional CT cases confidently. Training will be provided if required.

- To administer drugs and intravenous contrast agents in line with Patient Group Directions (PGDs) and local protocols.
- To maintain proficiency in all modalities of X-ray, Standing CT, DEXA, and theatre operation specialities such as Cardiac, Orthopaedic, pain lists etc
- Liaise closely with Consultant Radiologists and colleagues within clinical multi-disciplinary teams to ensure that patients receive optimum care.
- To evaluate the clinical quality of images produced and to make appropriate protocol adjustments/recommendations to maximise the clinical accuracy for the imaging reports.
- To accurately record data using CompuCare system
- To be proficient with the PACS system used
- To ensure that high professional standards are maintained throughout the department, in terms of dress, technical quality and patient care.
- Take responsibility for own actions.
- Act in a professional and courteous manner at all times.
- To have a flexible approach to working patterns to meet the continuing needs of the service.
- To adapt to different settings within the professional area.
- To apply sound clinical reasoning skills as the basis for making appropriate professional decisions and acting autonomously.
- To report all absences in keeping with the Companies Policies.
- To discuss issues with Referring Clinicians and other hospital agencies, for example, discussing or clarifying requests for imaging examinations
- To partake in quality assurance testing across Imaging equipment.
- Be responsible for the safe and competent use of expensive and complex equipment.
- Have knowledge of, and be able to apply, local dose reference levels (DRLs).
- Take responsibility for compliance with 'Local Rules' in the monitoring and maintaining of radiation controlled areas in which examinations involving ionising radiation are being undertaken.
- Ensure and maintain a safe and healthy environment for all users including maintaining high standard of cleanliness and adhere to infection control policies.
- Communicate abnormal findings in accordance with Centre's SOP's
- To report all equipment faults to the equipment manufacturer or maintenance contract provider and the CT and General X-ray Superintendent, without delay.
- To ensure that any operational difficulties are reported to the CT and General X-ray Superintendent immediately.
- To work effectively under pressure.

Quality Care & Governance

- To be part of the governance schedule at Welbeck Imaging and Diagnostics
- To establish and maintain close and harmonious relationships with all staff to ensure an effective exchange of information.
- To communicate complex information to patients, relatives and other care workers where persuasive or reassurance skills are required.
- To communicate with all colleagues, managers, Medical and support staff within the Department.
- To effectively communicate with all patients including stressed and distressed patients who are undergoing complicated procedures which are frightening and uncomfortable or may be claustrophobic.
- To advance level of skills and knowledge in line with the expectations and requirements of the department.
- To demonstrate an ability to reflect on practice and keep abreast of developments in imaging techniques and maintain a professional portfolio of continuing professional development.
- To undertake professional audits as necessary, and to present outcomes at audit meetings.
- Apply and promote the wider safeguarding agenda in relation to vulnerable adults and children
- Attend meetings within and external to Imaging and Diagnostics as delegated by Senior Leadership group.
- Communicate at all levels by utilising a wide range of communication techniques (verbal, non-verbal, written, electronic etc.).
- Manage, defuse, and respond appropriately with verbal complaints and situations of conflict and aggression through knowledge, training, experience, and escalation.
- Adhere to all General data protection regulations GDPR.
- To deal with initial complaints from patients, carers or other professionals and refer where necessary to the appropriate CT and General X-ray Superintendent.
- To observe the Centre's policy for reporting incidents in a timely manner
- To produce and implement action plans because of incidents.

Values & Behaviours:

- Demonstrable commitment to and focus on quality, promotes high standards to consistently improve patient outcomes.
- Demonstrable skill to work together to serve our customers through delivering safe and excellent clinical care.
- Value diversity and difference, operates with integrity and openness.
- Treating others with compassion, empathy and respect.
- Share information openly and effectively with patients, staff and relatives.
- Works across boundaries, looks for collective success, listens, involves, respects and learns from the contribution of others.

- Uses evidence to make improvements, increase efficiencies and seeks out innovation.
- Actively develops themselves and others.

Additional Information

This job description is designed to assist post holders with understanding what is expected of them in their role. Welbeck Imaging and Diagnostics may ask them to undertake other duties, as required, which are not necessarily specified on the job description, but which are commensurate with the grade of the post.

The job description itself may be amended from time to time in consultation with the post holder, within the scope and general level of responsibility attached to the post.

All post holders must take responsibility to ensure that they are aware of and adhere to all Centre policies, procedures and guidelines relating to their employment regardless of their position within the Centre.

About You

Qualifications, Accreditations, Education	**Essential**	**Evidence**
BSc (Hons) Radiography	√	**A/I/T**
DCR (R) or accepted international equivalent	√	**A/I/T**
HCPC registration	√	
Experience	**Essential**	**Evidence**
Broad general radiography experience at radiographer level (Band 5)	√	**A/I/T**
Exposure to specialist techniques (desirable)		**A/I/T**
Cannulation experience (desirable)		**A/I/T**
Experience of working unsupervised (desirable)		**A/I/T**
Knowledge and Skills	**Essential**	**Evidence**
Ability to work as part of a team	√	**A/I/T**
Ability to cope with work pressures and manage time effectively	√	**A/I/T**
Ability to make prompt decisions based on knowledge, experience, and circumstances	√	**A/I/T**

Ability to work using own initiative but also know when to seek assistance and guidance	√	**A/I/T**
Demonstrate effective verbal and written communication skills	√	**A/I/T**
Computer and Keyboard skills	√	**A/I/T**
Keep all records up to date in clear, accurate and concise manner on a day-today basis	√	**A/I/T**
Evidence of ability to assess the needs of a patient	√	**A/I/T**
Willing to work flexible hours and participate in the out of hours duties roster	√	**A/I/T**
Able to demonstrate a sound clinical knowledge of radiographic procedures, including: -Radiation regulations (IRMER), -H&S -Quality Control -Quality Assurance -Clinical Audit	√	**A/I/T**
Ability to prioritise own workload		**A/I/T**
Extensive clinical and technical knowledge in CT including specialist techniques	√	**A/I/T**
Minimum 2 years CT experience (Desirable)		**A/I/T**
Ability and commitment to perform IV cannulation and administer drugs (Desirable)		**A/I/T**
Good analytical and problem – solving skills	√	
Personal Abilities	**Essential**	**Evidence**
Effective communication in a wide range of situation in writing, person or by telephone	√	**A/I/T**
Ability to wear radiation protection clothing at 0.35Pb equivalent for periods of up to 4 hours	√	**A/I/T**
Demonstrates professional approach, in demeanour, appearance and time keeping	√	**A/I/T**
Willing to work flexible hours and participate in the out of hours duties rota	√	**A/I/T**
Willingness to further current knowledge (CPD)	√	**A/I/T**

Key: A = application, T = test, I = interview

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Why Welbeck

- Autonomy & Influence:-A leadership community that trusts your expertise to drive excellence and growth.
- Purpose-Driven Culture: A values-led environment where world-class clinical care and operational performance go hand in hand.
- Growth & Impact: Be part of a network defining best practice in day-case healthcare and delivering experiences patients genuinely remember.

Infection Prevention and Control

All Welbeck employees, whether involved directly or indirectly in the provision of healthcare, have a duty to co-operate with and implement business policies and procedures in preventing and controlling infection. This includes co-operation with colleagues and contractors also involved in the provision of healthcare so far as is necessary to enable the Business to meet its obligations under the Health and Social Care Act 2008.

Safeguarding

Welbeck is committed to safeguarding and promoting the welfare of children and young people and adults at risk and expects all staff and volunteers to share this commitment and ensure they work in accordance with the Welbeck Health Partners Safeguarding Child and Adult at Risks Policies and Procedures.

Staff should ensure that they remain up to date with safeguarding training requirements and know how to report safeguarding concerns or allegations against staff and should follow safeguarding policy and procedures and the allegations against staff policy.

Confidentiality:

Maintain confidentiality in relation to personal data held for colleagues and patients, ensuring that it is processed lawfully; for no purpose other than that for which it was obtained; is relevant to that purpose; is retained for no longer than is necessary; is processed in accordance with the rights of the subject to access and accuracy; and is protected from accidental loss or damage in accordance with the requirements of the Data Protection Act (as amended), and records management guidance.

Maintain confidentiality of patient identifiable personal data using a non-identifiable alternative, where practicable, and limiting access on strictly need to know basis in accordance with the responsibilities of the Business's Caldicott Guardian.

Health and Safety at Work

In addition to the Business responsibilities under the Health and Safety legislation, you are reminded of your responsibilities for health and safety at work under the Health and Safety at Work Act 1974 (as amended) and associated legislation. These include the duty to take reasonable care of the health and safety of yourself and others in your work activities and to co-operate with your employer in the discharge of its statutory duties. You must adhere strictly to the Business policies and procedures on health and safety and report all accidents, dangerous occurrences, unsafe practices or damage to your manager promptly using the Business incident reporting system. You must make use of appropriate training, safety equipment, protective clothing and footwear and attend training. Failure to comply with these requirements may result in disciplinary action.

Risk

Accept personal responsibility for contributing to Welbeck's management of risk, including the reasonable avoidance of any action which would knowingly cause unacceptable risk to self, others, or to the Business.

As far as is reasonably practicable attempt to prevent other people from undertaking tasks or actions which would knowingly cause risks to self, others, or to the Business, in accordance with the business policy and training. Identify and report actual or potential hazards/ risks in the work environment in accordance with business policies and take immediate action to minimise risks where it is reasonably practicable to do so.

Identify and report to the appropriate authority incidents of risk, neglect, abuse or endangerment to vulnerable adults and children. Follow, Welbeck Health Partners policy on use of Personal Protective equipment e.g., Masks, Gloves, Visors etc. Awareness of and compliance with Health and Safety Regulations.

Equality and Diversity

The Business recognises the benefits of a diverse workforce reflective of the communities that we serve and is committed to equal opportunities in employment with a devotion to eliminate all forms of unlawful discrimination. The Business aims to promote equality of opportunity and good relations between staff and patients (including volunteers, contractors and bank staff).

All individuals have a duty to adhere to the Business Diversity and Equality Opportunity policy and an individual responsibility towards the application and understanding of the Equality Act 2010. Inequitable behaviour will not be tolerated, and every person has a responsibility to highlight discriminatory practice.