

## **JOB DESCRIPTION**

<b>POST:</b>	Clinical Scientist: - Radiological Imaging & Protection Service
<b>LOCATION:</b>	Regional Medical Physics Service, Forster Green Hospital
<b>BAND:</b>	8A
<b>REPORTS TO:</b>	Lead Clinical Scientist Non-Ionising Radiation Group
<b>RESPONSIBLE TO:</b>	Head of Radiological Imaging & Protection Service

### **Job Summary / Main Purpose**

To be a member of a team providing comprehensive non-ionising radiation protection services to HSC and other organisations in N. Ireland. To act as an appointed Laser Protection Adviser (LPA). To initiate service developments and undertake research in these fields as appropriate.

### **Main Duties / Responsibilities**

#### **Professional & Scientific**

- To act as the appointed Laser Protection Adviser (LPA) (certified by a competent body) for Health & Social Care Trusts (HSCTs) and other bodies as identified and agreed
- To provide scientific and professional expertise and advice on non-ionising radiation protection and optimisation and its use in areas including:-
  - UV dosimetry service to phototherapy departments
  - Regional UV Photodiagnostic Skin Testing Service
  - Photodynamic therapy.
  - Shortwave diathermy and other Radio Frequency equipment
  - Safety in the use of medical equipment used in the production of optical radiation
- To be responsible for agreed aspects of the non-ionising radiation protection services
- To interpret national and international legislation and guidelines with relevance to the provision of a non-ionising radiation protection service and development / implementation of protocols as appropriate.
- To be involved in the preparation of local rules and other relevant documentation, based upon national and international legislation, guidance & standards, relating to the use of non-ionising electromagnetic radiation.
- To maintain registration as a Clinical Scientist with the Health & Care Professions Council.

- Liaise with and provide expert advice to relevant staff groups (e.g. clinical, scientific, technical etc.) on the use of non-ionising radiation equipment, techniques, protocols etc.

### **Managerial**

- To operationally manage the scientific and technical aspects of the work of relevant staff including clinical scientists and technical officers as required
- To participate in the planning, policy formulation and management of the Radiological Imaging & Protection Service
- Deputise, as required, for the head of the Non-Ionising Radiation Group.
- Assist with the selection and appointment of staff
- Participate in activities within the Regional Medical Physics Service and wider BHSCT as required.
- Assist in the preparation of contracts relating to the delivery of Radiological Imaging and Protection Service.
- To implement and comply with formal quality assurance schemes wherever appropriate.

### **Lecturing, Training, Research & Development**

- Assist with the training and development of staff within Radiological Imaging & Protection Service
- Undertake lectures, tutorials and practical instruction for medical, scientific, technical and other staff in other sections and organisations, as required
- Contribute to clinical and scientific research and development, and assist in the introduction and evaluation of new procedures and equipment.

### **General Duties**

- To liaise with other staff and disciplines as required for the effective provision of radiation protection services
- To comply with the requirements of the Health and Safety at Work Legislation.
- To undertake other duties to maintain existing services or develop new services.
- To participate in the Trust's staff review process.
- To comply with the Data Protection Act, respecting our clients rights to confidentiality
- To comply with the requirements of
  - The Ionising Radiation Regulations (Northern Ireland) 2017
  - Ionising Radiations (Medical Exposure) Regulations (Northern Ireland) 2018
  - The Control of Artificial Optical Radiation at Work Regulations (Northern Ireland) 2010
  - The Control of Electromagnetic Fields at Work Regulations (Northern Ireland) 2016
- To support the Trust in complying with its obligations under relevant legislation.

## **General Responsibilities**

Employees of the Trust are required to promote and support the mission and vision of the service for which they are responsible and:

- At all times provide a caring service and to treat those with whom they come into contact in a courteous and respectful manner.
- The post holder will, in the event of a concern being raised with them, ensure it is managed correctly under the Belfast Trust's Whistleblowing Policy, and ensure that feedback/learning is communicated at individual, team and organisational level regarding the concerns raised, and how they were resolved.
- Demonstrate their commitment by their regular attendance and the efficient completion of all tasks allocated to them.
- Comply with the Trust's Smoke Free Policy.
- Carry out their duties and responsibilities in compliance with the Health and Safety Policies and Statutory Regulations.
- Adhere to Equality and Good Relations duties throughout the course of their employment.
- Ensure the ongoing confidence of the public in-service provision.
- Maintain high standards of personal accountability.
- Comply with the HPSS Code of Conduct.

## **Information Governance**

All employees of Belfast Health & Social Care Trust are legally responsible for all records held, created or used as part of their business within the Belfast Health and Social Care Trust, including patient/client, corporate and administrative records whether paper based or electronic and also including e-mails. All such records are public records and are accessible to the general public, with limited exceptions, under the Freedom of Information Act 2000, the Environment Regulations 2004, the General Data Protection Regulation (GDPR) and the Data Protection Act 2018. Employees are required to be conversant and to comply with the Belfast Health and Social Care Trust policies on Information Governance including for example the ICT Security Policy, Data Protection Policy and Records Management Policy and to seek advice if in doubt.

**For further information on how we use your personal data within HR, please refer to the Privacy Notice available on the HUB or Your HR**

## **Environmental Cleaning Strategy**

The Trusts Environmental Cleaning Strategy recognizes the key principle that "Cleanliness matters is everyone's responsibility, not just the cleaners" Whilst there are staff employed who are responsible for cleaning services, all Trust staff have a responsibility to ensure a clean, comfortable, safe environment for patients, clients, residents, visitors, staff and members of the general public.

## **Infection Prevention and Control**

The Belfast Trust is committed to reducing Healthcare associated infections (HCAIs) and all staff have a part to play in making this happen. Staff must comply with all

policies in relation to Infection Prevention and Control and with ongoing reduction strategies. Standard Infection Prevention and Control Precautions must be used at all times to ensure the safety of patients and staff.

This includes:-

- Cleaning hands either with soap and water or a hand sanitiser at the appropriate times (WHO '5 moments');
- Using the correct '7 step' hand hygiene technique;
- Being 'bare below the elbows' when in a clinical environment;
- Following Trust policies and the Regional Infection Control Manual (found on intranet);
- Wearing the correct Personal Protective Equipment (PPE);
- Ensuring correct handling and disposal of waste (including sharps) and laundry;
- Ensuring all medical devices (equipment) are decontaminated appropriately i.e. cleaned, disinfected and/or sterilised;
- Ensuring compliance with High Impact Interventions.

### **Personal Public Involvement**

Staff members are expected to involve patients, clients, carers and the wider community where relevant, in developing, planning and delivering our services in a meaningful and effective way, as part of the Trust's ongoing commitment to Personal Public Involvement (PPI).

Please use the link below to access the PPI standards leaflet for further information.

[http://www.publichealth.hscni.net/sites/default/files/PPI\\_leaflet.pdf](http://www.publichealth.hscni.net/sites/default/files/PPI_leaflet.pdf)

**Clause:**        ***This job description is not meant to be definitive and may be amended to meet the changing needs of the Belfast Health and Social Care Trust.***

### PERSON SPECIFICATION

**JOB TITLE BAND:** Clinical Scientist / Band 8A  
**DEPT / DIRECTORATE:** Radiological Imaging & Protection, Medical Physics/  
 Unscheduled and Acute Care

#### Notes to applicants:

1. You must clearly demonstrate on your application form under each question, how you meet the required criteria as failure to do so may result in you not being shortlisted. You should clearly demonstrate this for both the essential and desirable criteria.
2. Shortlisting will be carried out on the basis of the essential criteria set out in Section 1 below, using the information provided by you on your application form. Please note the Trust reserves the right to use any desirable criteria outlined in Section 3 at shortlisting. You must clearly demonstrate on your application form how you meet the desirable criteria.
3. Proof of qualifications and/or professional registration will be required if an offer of employment is made – if you are unable to provide this, the offer may be withdrawn.

#### ESSENTIAL CRITERIA

The following are ESSENTIAL criteria which will initially be measured at shortlisting stage although may also be further explored during the interview/selection stage. You should therefore make it clear on your application form whether or not you meet these criteria. Failure to do so may result in you not being shortlisted. The stage in the process when the criteria will be measured is stated below.

FACTOR	CRITERIA	METHOD OF ASSESSMENT
Qualifications Experience Registration	<ul style="list-style-type: none"> <li>• A minimum of a 2<sup>nd</sup> class Honours degree, or equivalent, in Physics or other appropriate science subject.</li> <li>• Registration as Clinical Scientist with the Health &amp; Care Professions Council (HCPC) or achievement of registration within 12 months of appointment</li> <li>• Certification as a Laser Protection Adviser (LPA) or achievement within 12 months of appointment</li> <li>• A minimum of 6 years post graduate experience in medical physics, predominantly in non-ionising radiation protection including demonstrable specialist knowledge and experience in the following :-               <ul style="list-style-type: none"> <li>○ Non-ionising radiation physics and dosimetry, including lasers and other non-ionising radiations</li> <li>○ Non-ionising radiation protection legislation, codes of practice, guidance</li> </ul> </li> </ul>	Application form

	and their application in other areas in the field of non-ionising radiation	
<b>Knowledge, Skills, Abilities</b>	<ul style="list-style-type: none"> <li>• Thorough understanding of the principles of dosimetry and protection as applied to non-ionising radiations.</li> <li>• Thorough understanding of legislation and standards pertaining to the field of non-ionising radiations.</li> <li>• Able to communicate difficult scientific issues to scientists and non-scientists with good verbal, written and audio-visual production &amp; presentation skills.</li> <li>• Able to give appropriate formal advice on areas for which the post holder has professional responsibility</li> <li>• Good negotiator in advising of practice changes and to arrange access to clinical equipment and availability of staff.</li> <li>• Advanced skills in the use of common IT applications found in a Medical Physics environment including means of computer analysis, data manipulation and its display.</li> <li>• Good teaching skills</li> <li>• Well-developed organisational, planning and problem solving skills</li> <li>• Ability to work effectively as both part of a team and on own.</li> <li>• Positive attitude to change</li> </ul>	Interview
<b>Other</b>	Current driving licence and access to a car. 'Where disability prohibits driving, this criteria will be waived if the applicant is able to organise suitable alternative arrangements'	Application form

### DESIREABLE CRITERIA

Desirable criteria will **ONLY** be used where it is necessary to introduce additional job related criteria to ensure files are manageable. You should therefore make it clear on your application form how you meet these. Failure to do so may result in you not being shortlisted.

<b>FACTOR</b>	<b>CRITERIA</b>	<b>METHOD OF ASSESSMENT</b>
<b>Experience Qualifications Registration</b>	<ul style="list-style-type: none"> <li>• Certified Radiation Protection Adviser (RPA)</li> <li>• Experience in the provision of Medical Physics support for MRI or Ultrasound</li> <li>• Postgraduate qualification in a relevant subject e.g. MSc/PhD</li> </ul>	Interview

### NOTE:

Where educational/professional qualifications form part of the criteria you will be required, if shortlisted for interview, to produce original certificates *and* one

photocopy of same issued by the appropriate authority. Only those certificates relevant to the shortlisting criteria should be produced. If educational certificates are not available an original letter *and* photocopy of same detailing examination results from your school or college will be accepted as an alternative.

If successful you will be required to produce documentary evidence that you are legally entitled to live and work in the United Kingdom. This documentation can be a P45, Payslip, National Insurance Card or a Birth Certificate confirming birth in the United Kingdom or the Republic of Ireland. *Failure to produce evidence will result in a non-appointment.*

Where a post involves working in regulated activity with vulnerable groups, post holders will be required to register with the Independent Safeguarding Authority.

## **Healthcare Leadership Competencies**

Candidates who are shortlisted for interview will need to demonstrate at interview that they have the required competencies to be effective in this demanding leadership role.

The competencies concerned are set out in the NHS Healthcare Leadership Model, details of which can be found at:

<http://www.leadershipacademy.nhs.uk/resources/healthcare-leadership-model>.

Particular attention will be given to the following:

- Inspiring shared purpose
- Leading with care
- Evaluating information
- Connecting our service
- Sharing the vision
- Engaging the team
- Holding to account
- Developing capability
- Influencing for results

## HSC Values

Whilst employees will be expected to portray all the values, particular attention is drawn to the following values for this role

### What does this mean?



#### Working together

We work together for the best outcome for people we care for and support. We work across Health and Social Care and with other external organisations and agencies, recognising that leadership is the responsibility of all.

### What does this look like in practice?

- I work with others and value everyone's contribution
- I treat people with respect and dignity
- I work as part of a team looking for opportunities to support and help people in both my own and other teams
- I actively engage people on issues that affect them
- I look for feedback and examples of good practice, aiming to improve where possible.



#### Excellence

We commit to being the best we can be in our work, aiming to improve and develop services to achieve positive changes. We deliver safe, high quality, compassionate care and support.

- I put the people I care for and support at the centre of all I do to make a difference
- I take responsibility for my decisions and actions
- I commit to best practice and sharing learning, while continually learning and developing
- I try to improve by asking 'could we do this better?'



#### Openness & Honesty

We are open and honest with each other and act with integrity and candour.

- I am open and honest in order to develop trusting relationships
- I ask someone to help when needed
- I speak up if I have concerns
- I challenge inappropriate or unacceptable behaviour and practice.



#### Compassion

We are sensitive, caring, respectful and understanding towards those we care for and support and our colleagues. We listen carefully to others to better understand and take action to help them and ourselves.

- I am sensitive to the different needs and feelings of others and treat people with kindness
- I learn from others by listening carefully to them
- I look after my own health and wellbeing so that I can care and support others.