

# Managerial levels of accountability

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### **The Trust Board (or employer)**

Is legally responsible for Trust or employer-level policies and ensuring they are carried out effectively.

### **Trust Board/Employer Sub-committees**

Are responsible for ratifying policies and protocols.

### **Divisional Directors and Heads of Service**

Are responsible for ensuring that clear policies and protocols authorise individuals to perform the tasks and that this is reflected in their job descriptions.

### **Managers and Team leaders are responsible for:**

- Ensuring appropriate measures are put into place to ensure that the process of delegation is carried out safely.
- Ensuring that the policy is disseminated widely.
- Ensuring local audit is conducted in the areas of work they are responsible for to ensure that the delegation process is being carried out appropriately and sharing findings using governance processes.
- Addressing areas of weakness and ensuring that action plans are developed where necessary.
- The implementation of the policy within their clinical area.
- Ensuring that the delegation process is rigorous and adheres to this policy.
- Correctly identifying the strengths and weaknesses of staff and ensuring that training and support are accessed to enable appropriate delegation.