

# NATIONAL PROFILES FOR DIAGNOSTIC & THERAPEUTIC RADIOGRAPHY

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\*revised in December 2005

\*\* New in September 2006

### December 2005

Three radiography profiles:

- Radiographer (Therapeutic),
- Radiographer (Diagnostic)
- Radiographer Specialist (Diagnostic, Therapeutic)

have been revised in the light of findings made by the JE Consistency Monitoring Group, which identified that there appeared to be some misapplication of the KTE factor. Although changes are in wording only and not to factor levels, it is recommended that sites revisit their matching outcomes to these profiles to ensure that jobs are correctly banded'

Job Title:

**Clinical Support Worker, Higher Level (Radiography)**

Job Statement:

1. Undertakes a range of delegated radiography-related duties
2. Carries out clerical and reception duties

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Provide and receive routine information requiring tact or persuasive skills; barriers to understanding Exchanges information with patients and carers using tact and persuasion; there may be communication difficulties	3(a)
2. Knowledge, Training & Experience	Range of work procedures and practices; base level of theoretical knowledge Knowledge of department procedures, NVQ3 level or equivalent	3
3. Analytical & Judgemental Skills	Judgements involving facts or situations, some requiring analysis Judgements relating to basic tests	2
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Plans rotas	2
5. Physical Skills	Physical skills obtained through practice Keyboard skills, preparing trolleys, equipment	2
6. Responsibility for Patient/Client Care	Provides basic clinical technical services Cleans equipment, e.g. biopsy guns, after use	3 (b)
7. Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment May participate in discussions and propose changes to departmental procedures	1
8. Responsibility for Financial & Physical Resources	Maintain stock control Orders stock for department	2 (c)
9. Responsibility for Human Resources	Demonstrate own activities to new or less experienced employees; day to day supervision Demonstrates own duties/ supervises junior staff	1 /2(a)
10. Responsibility for Information Resources	Record personally generated information; data entry text processing, storage of data Updates patient records/ enters x-ray request forms onto system to construct a work list	1 /2(a)
11. Responsibility for Research & Development	Undertakes surveys or audits, as necessary to own work Occasionally participates in audits and research and development	1
12. Freedom to Act	Standard operating procedures, someone available for reference Works within departmental procedures, responsible for own clerical activities, supervisor gives advice as necessary	2
13. Physical Effort	Frequent light effort for several short periods; occasional moderate effort for several short periods/ frequent moderate effort for several short periods Pushes trolleys; lifting equipment, patients with the assistance of mechanical aids where required	2(b)(d)-3(c)
14. Mental Effort	Frequent concentration; work pattern predictable Concentration required during procedures	2 (a)
15. Emotional Effort	Occasional distressing or emotional circumstances Deals with patients with life-threatening conditions or terminal illness	2(a)
16. Working Conditions	Occasional/frequent unpleasant conditions; occasional/ frequent highly unpleasant conditions Body odours/ body fluids	2(a)/ 3(a)(b) / 4 (b)
JE Score/Band	JE Score 216-244	Band 3

Job Title:

**Assistant Practitioner (Radiography)**

Job Statement:

1. Carries out screening, imaging, therapy procedures
2. Assists radiographer in carrying out specialist procedures
3. Carries out clerical and administrative duties in radiography department

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Provide and receive routine information; barriers to understanding Exchanges information with patients and carers, using tact and persuasion; there may be communication difficulties	3(a)
2. Knowledge, Training & Experience	Range of work procedures and practices, majority non-routine; intermediate level theoretical knowledge Knowledge acquired through specialist training, diploma level or equivalent	4
3. Analytical & Judgemental Skills	Range of facts or situations requiring comparison of a range of options Selects appropriate exposure settings, patient positioning for different circumstances	3
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Plans & prioritises own patient workload	2
5. Physical Skills	Developed physical skills; manipulation of objects, people; narrow margins for error Dexterity, co-ordination & sensory skills for positioning, manipulation of patients	3(a)
6. Responsibility for Patient/Client Care	Provide clinical technical services Undertakes standard radiography procedures under supervision	4(b)
7. Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment Contributes to discussions on service/policy development, comments on proposals	1
8. Responsibility for Financial & Physical Resources	Maintain stock control; safe use of expensive equipment Orders stationery & clinical stock; responsible for safe use of radiography equipment	2(c)(e)
9. Responsibility for Human Resources	Demonstrate own activities to new or less experienced employees/ day to day supervision Demonstrates work to new or less experienced staff /supervises junior staff	1-2(a)
10. Responsibility for Information Resources	Record personally generated information/ data entry, text processing, storage of data Updates client records/ enters x-ray request forms onto system	1-2(a)
11. Responsibility for Research & Development	Undertakes surveys or audits, as necessary to own area Occasionally participates in audits, research and equipment testing	1
12. Freedom to Act	Standard operating procedures, someone available for reference Work within departmental procedures, radiographer gives advice as necessary	2
13. Physical Effort	Frequent light effort for several short periods/ frequent moderate effort for several long periods Pushes trolleys/ positioning, manoeuvring patients, equipment	2(b)-3(c)
14. Mental Effort	Frequent concentration, work pattern predictable Concentration on patient assessment, treatment	2(a)
15. Emotional Effort	Occasional distressing or emotional circumstances Works with people with terminal illnesses	2(a)
16. Working Conditions	Occasional/frequent unpleasant conditions; occasional/frequent highly unpleasant conditions Body odours/ body fluids	2(a)-3(a)(b)-4(b)
JE Score/Band	JE Score 275-303	Band 4

**Profile Label:**

**Radiographer (Therapeutic)**

**Job Statement:**

1. Assesses own workload of patients/clients, makes pre-treatment calculations and checks; maintains associated records
2. May supervise Support Workers / Assistant(s) /students working with post holder
3. May participate in departmental research

Factor	Relevant Job Information	JE Level
<b>1. Communication &amp; Relationship Skills</b>	<b>Provide and receive complex, sensitive information; barriers to understanding</b> Communicates therapy related information to patients e.g. those with learning difficulties, claustrophobia	4 (a)
<b>2. Knowledge, Training &amp; Experience</b>	<b>Expertise within specialism, underpinned by theory</b> Professional knowledge acquired through degree or equivalent	5
<b>3. Analytical &amp; Judgemental Skills</b>	<b>Range of facts or situations requiring analysis</b> Skills for analysing data and calculating treatment doses, assessing patient/client conditions	3
<b>4. Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities, some ongoing</b> Plans & prioritises own patient workload	2
<b>5. Physical Skills</b>	<b>Developed physical skills; manipulation of objects, people; narrow margins for error; highly developed physical skills, accuracy important</b> Dexterity, co-ordination & sensory skills for positioning, manipulation of patients, equipment to fine tolerances	3(a) (b)
<b>6. Responsibility for Patient/Client Care</b>	<b>Provide clinical technical services</b> Implements radiotherapy treatments for patients/clients	4(b)
<b>7. Responsibility for Policy/Service Development</b>	<b>Follow policies in own role, may be required to comment</b> Follows departmental policies, contributes to discussions on service/policy development, provides comments	1
<b>8. Responsibility for Financial &amp; Physical Resources</b>	<b>Safe use of expensive equipment</b> Responsible for safe use of expensive specialist, highly complex equipment used by self	2(e)
<b>9. Responsibility for Human Resources</b>	<b>Demonstrates own work/ clinical supervision</b> Demonstrates work/ may supervise work of support workers, assistant(s), students	1-2(b)
<b>10. Responsibility for Information Resources</b>	<b>Records personally generated information</b> Updates client records	1
<b>11. Responsibility for Research &amp; Development</b>	<b>Occasionally participates in/ regularly undertakes R&amp;D activity</b> Occasionally/ regularly participates in research and development activities	1-2(a)
<b>12. Freedom to Act</b>	<b>Clearly defined occupational policies</b> Works within codes of practice and professional guidelines with accountability for own actions	3
<b>13. Physical Effort</b>	<b>Occasional/frequent moderate effort for several short periods</b> Positioning, manoeuvring patients, equipment, lead blocks	2(b)-3(c)
<b>14. Mental Effort</b>	<b>Frequent concentration, predictable pattern</b> Concentration on patient treatment, dosage checks, calculations	2(a)
<b>15. Emotional Effort</b>	<b>Frequent distressing situations</b> Works with people with cancer, terminal illnesses	3(a)
<b>16. Working Conditions</b>	<b>Occasional/ frequent unpleasant conditions; occasional/frequent highly unpleasant conditions</b> Body odours/body fluids	2(a)- 3(a)(b)- 4(b)
<b>JE Score/Band</b>	<b>JE Score 334 – 364</b>	<b>Band 5</b>

**Profile Label:****Radiographer (Diagnostic)****Job Statement:**

1. Assesses own workload of patients/clients, sets imaging parameters; maintains associated records
2. May supervise Support Workers/Assistants(s)/students working with post holder
3. May participate in departmental research

Factor	Relevant Job Information	JE Level
<b>1.Communication &amp; Relationship Skills</b>	<b>Provide and receive complex, sensitive information; barriers to understanding</b> Communicates condition related information to patients e.g. those with learning difficulties, claustrophobia	4 (a)
<b>2.Knowledge, Training &amp; Experience</b>	<b>Expertise within specialism, underpinned by theory</b> Professional knowledge acquired through degree or equivalent	5
<b>3.Analytical &amp; Judgemental Skills</b>	<b>Range of facts or situations requiring analysis</b> Skills for assessing patient/client conditions and setting imaging parameters	3
<b>4.Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities, some ongoing</b> Plans & prioritises own patient workload	2
<b>5.Physical Skills</b>	<b>Developed physical skills; manipulation of objects, people; narrow margins for error; highly developed physical skills, accuracy important</b> Dexterity, co-ordination & sensory skills for positioning, manipulation of patients, equipment to fine tolerances	3(a) (b)
<b>6.Responsibility for Patient/Client Care</b>	<b>Provide clinical technical services</b> Implements diagnostic radiography procedures for patients/clients	4(b)
<b>7.Responsibility for Policy/Service Development</b>	<b>Follow policies in own role, may be required to comment</b> Follows departmental policies, contributes to discussions on service/policy development, provides comments	1
<b>8.Responsibility for Financial &amp; Physical Resources</b>	<b>Safe use of expensive equipment</b> Responsible for safe use of expensive specialist, highly complex equipment used by self	2(e)
<b>9.Responsibility for Human Resources</b>	<b>Demonstrates own work/ clinical supervision</b> Demonstrates work/ may supervise work of support workers, assistant(s), students	1-2(b)
<b>10.Responsibility for Information Resources</b>	<b>Records personally generated information</b> Updates client records	1
<b>11.Responsibility for Research &amp; Development</b>	<b>Occasionally participates in/ regularly undertakes R&amp;D activity</b> Occasionally / regularly participates in research and development activity	1-2(a)
<b>12.Freedom to Act</b>	<b>Clearly defined occupational policies</b> Works within codes of practice and professional guidelines with accountability for own actions	3
<b>13.Physical Effort</b>	<b>Occasional/frequent moderate effort for several short periods</b> Positioning, manoeuvring patients, equipment, lead shielding	2(b)-3(c)
<b>14.Mental Effort</b>	<b>Frequent concentration, predictable pattern</b> Concentration on patient assessment, image parameter settings	2(a)
<b>15.Emotional Effort</b>	<b>Occasional/frequent distressing situations</b> Works with people with cancer, terminal illnesses	2(a) - 3(a)
<b>16.Working Conditions</b>	<b>Occasional/ frequent unpleasant conditions; occasional/frequent highly unpleasant conditions</b> Body odours/body fluids	2(a)- 3(a)(b)- 4(b)
<b>JE Score/Band</b>	<b>JE Score 327 – 364</b>	<b>Band 5</b>

**Profile Label:**  
**Current Job Titles:**  
**Job Statement:**

**Radiographer Specialist (Diagnostic, Therapeutic)**

**Senior Radiographer, Experienced Rotational**

- 1 Assesses, treats or images own specialist workload of Patients/clients and maintains associated records
2. As experienced practitioner rotates between specialist areas (profile does not apply to Radiographer undertaking immediate post-registration rotations)
- 3 Supervises recently qualified radiographers, support workers, assistants, students working with post holder
- 4 May participate in departmental research

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	<b>Provide and receive complex, sensitive information; barriers to understanding</b> Communicates condition or therapy related information, reassurance to patients, e.g. those with learning difficulties, claustrophobia, trauma	4(a)
2. Knowledge, Training & Experience	<b>Knowledge across a broad range of treatment or imaging procedures, underpinned by theory</b> Professional knowledge acquired through degree plus short specialist courses and/or experience to post-graduate diploma level or equivalent	6
3. Analytical & Judgemental Skills	<b>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</b> Skills for assessing complex acute & other patient conditions (e.g. multiple trauma, adverse treatment responses), calculation of treatment doses / exposure parameters in complex cases	4
4. Planning & Organisational Skills	<b>Plan and organise straightforward activities, some ongoing</b> Plans & prioritises own patient workload, training sessions	2
5. Physical Skills	<b>Developed physical skills; manipulation of objects, people; narrow margins for error; highly developed physical skills, accuracy important; manipulation of fine tools, materials/highly developed physical skills, high degree of precision</b> Dexterity, co-ordination & sensory skills for positioning, manipulation of patients, equipment to fine tolerances, intravenous injections/accuracy required for positioning of radiation beams, tattooing.	3(a)(b)-4
6. Responsibility for Patient/Client Care	<b>Provides specialist clinical technical services</b> Implements specialist diagnostic radiography or radiotherapy procedures across a range of clinical presentations and pathologies	5 (b)
7. Responsibility for Policy/Service Development	<b>Implement policies and propose changes to practices, procedures for own area</b> Consults, drafts section procedures, protocols	2(e)
8. Responsibility for Financial & Physical Resources	<b>Responsible for safe use of expensive equipment.</b> Responsibility for safe use of expensive, highly complex specialist equipment	2(e)
9. Responsibility for Human Resources	<b>Day to day supervision; clinical supervision; provides training in own discipline</b> Supervises work of recently qualified staff, support worker(s), assistants, students; trains staff in own subject	2(a)(b) (c)
10. Responsibility for Information Resources	<b>Record personally generated information</b> Updates client records	1
11. Responsibility for Research & Development	<b>Occasionally participates in/ regularly undertakes R&amp;D activity</b> Occasionally/regularly participates in research and development activities, including audit	1-2(a)
12. Freedom to Act	<b>Clearly defined occupational policies, work is managed rather than supervised/broad occupational policies</b> Works within codes of practice and professional guidelines with accountability for own actions/may be lead specialist	3 – 4
13. Physical Effort	<b>Occasional/frequent moderate effort for several short periods</b> Positioning, manoeuvring patients, equipment, lead blocks or shielding	2(d)-3(c)
14. Mental Effort	<b>Frequent concentration; work pattern predictable</b> Concentration on patient observation and assessment, treatment or imaging procedures, dosage checks, image parameters, calculations	2(a)
15. Emotional Effort	<b>Occasional/frequent distressing or emotional circumstances</b> Works with patients with cancer, terminal illnesses, major trauma	2(a)-3(a)
16. Working Conditions	<b>Occasional/ frequent unpleasant conditions; occasional/frequent highly unpleasant conditions</b> Body odours/body fluids	2(a), 3(a)(b)- 4(b)
JE Score/Band	<b>JE Score 400 – 456</b>	<b>Band 6</b>

Job Title:

## Radiographer Advanced

Job Statement:

1. Carries out a specialist practitioner role e.g. dosimetry planning, simulation, reporting on films within radiotherapy or diagnostic imaging, or role which pertains to clinical pathways e.g. head and neck, paediatric specialist
2. Assesses and or treats own specialist workload of patients, maintains associated records
3. May participate in Research and Development Activity
4. Supervises and teaches recently qualified radiographers, radiologists, students and assistants

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Provide and receive complex/highly complex information; requires empathy and reassurance; barriers to understanding Information and support about cancer, trauma/communicates highly distressing, sensitive information to patients	4(a)/5(a)
2. Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory and experience Degree plus specialist training to master's level or equivalent plus practical experience	7
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Interpreting, reporting and diagnosing or treating a range of conditions	4
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing/complex activities or programmes requiring formulation, adjustment Plans and prioritises own and section patient workload, training sessions /plans workload for specialist service	2-3
5. Physical Skills	Developed physical skills; manipulation of objects, people; narrow margins for error; highly developed physicals skills, accuracy important; manipulation of fine tools, materials/high degree of precision Positioning, manoeuvring patients/core biopsies, tattooing patients	3(a)(b)-4
6. Responsibility for Patient/Client Care	Highly specialist clinical technical services Assesses and implements highly specialist imaging or radiotherapy procedures	6(b)
7. Responsibility for Policy/Service Development	Implement policies and propose changes to practices, procedures for own area Proposes changes to procedures and protocols in department	2
8. Responsibility for Financial & Physical Resources	Safe use of expensive equipment Safe use and maintenance of expensive specialist equipment used by self and others	2(e)
9. Responsibility for Human Resources	Day to day; clinical supervision; provides training in own discipline/teach, deliver specialist training Supervises work of other qualified staff, students and assistants; provides clinical training/provides specialist training	2(a)(b)(c)-3(c)
10. Responsibility for Information Resources	Records personally generated information Updates client records, protocols	1
11. Responsibility for Research & Development	Occasionally/regularly undertakes R&D; audits; clinical trials Occasionally/regularly undertakes R & D, including clinical audits	1-2(a)(b)
12. Freedom to Act	Broad occupational policies Accountable for own professional actions; lead practitioner in specialist area	4
13. Physical Effort	Occasional/Frequent moderate effort for several short periods Positioning, manoeuvring patients, equipment, lead blocks	2(d)-3(c)
14. Mental Effort	Frequent concentration, predictable pattern Concentration on assessing, treating patients	2(a)
15. Emotional Effort	Frequent distressing/occasional highly distressing or emotional circumstances Patients with life-threatening conditions or terminal illness	3 (a)(b)
16. Working Conditions	Occasional/frequent unpleasant conditions;occasional/highly unpleasant working conditions Body odours/Body fluids	2(a),3(a)(b)
JE Score/Band	Score 467-533	Band 7

Job Title:

**Radiographer Specialist (Reporting Sonographer)**

Job Statement:

1. Assesses & reports on own specialist workload of patients/clients (for ultrasound scans), maintains associated records
2. Supervises recently qualified Radiographers/ assistants/ students working with postholder
3. May participate in departmental research, clinical trials, equipment testing

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Provide and receive highly complex, sensitive or contentious information; barriers to understanding Communicates information relating to foetal and other abnormalities	5(a)
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures, underpinned by theory Specialist professional knowledge acquired through degree supplemented by specialist diploma or equivalent level, short specialist courses	6
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Specialist skills for interpreting, reporting on patient conditions, range of options	4
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Plans & prioritises own patient workload, training sessions	2
5. Physical Skills	Highly developed physical skills, high degree of precision Dexterity & sensory skills for positioning, ultrasound scanning, amniocentesis	4
6. Responsibility for Patient/Client Care	Provides highly specialist clinical technical services Carries out ultrasound scans and reports on them	6(b)
7. Responsibility for Policy/Service Development	Implement policies and propose changes to practices, procedures for own area Proposes changes to ultrasound protocols	2
8. Responsibility for Financial & Physical Resources	Safe use of expensive equipment. Safe use and maintenance of expensive specialist equipment used by self and others	2(e)
9. Responsibility for Human Resources	Day to day; clinical supervision; practical training Supervises work of other qualified staff/assistant(s)/ students; provides clinical training	2(a)(b)(c)
10. Responsibility for Information Resources	Record personally generated information Updates client records	1
11. Responsibility for Research & Development	Occasionally participates in/regularly undertakes R&D activity; clinical trials Occasionally/ regularly participates in Research and Development	1-2(a)(b)
12. Freedom to Act	Broad occupational policies Accountable for own professional actions, including reporting: lead practitioner for specialist area	4
13. Physical Effort	Occasional/frequent moderate effort, several short periods Positioning, manoeuvring patients, equipment	2(d)-3(c)
14. Mental Effort	Frequent concentration, work pattern predictable Concentration on patient scanning & reporting	2(a)
15. Emotional Effort	Frequent highly distressing or emotional circumstances Identifies cancers, reports foetal abnormality to patient	4(b)
16. Working Conditions	Frequent unpleasant; occasional/frequent highly unpleasant conditions Body odours/trans-vaginal scans	3(a)(b)-4(b)
JE Score/Band	JE Score 467- 485	Band 7



Job Title:

## Radiography Team Manager

Job Statement:

1. Manages an imaging or Radiotherapy service in a discrete unit
2. Manages staff, resources & activity
3. Provides specialist advice in, for example, nuclear medicine, breast imaging, ultrasound, brachytherapy.
4. Undertakes clinical duties

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Provide and receive complex, sensitive information; barriers to understanding Communicates condition related information to patients	4(a)
2. Knowledge, Training & Experience	Specialist knowledge across the range of procedures underpinned by theory Specialist professional knowledge acquired through degree supplemented by specialist diploma or equivalent level, short specialist courses	6
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options. Judgements on a variety of complex clinical, staff & operational problems	4
4. Planning & Organisational Skills	Plan and organise complex activities or programmes requiring formulation, adjustment Plans complex staff rotas, meetings & appointments, planning for introduction of new methods of working	3
5. Physical Skills	Developed physical skills; manipulation of objects, people; narrow margins for error. Dexterity, co-ordination & sensory skills for positioning, manipulation of patients	3(a)
6. Responsibility for Patient/Client Care	Accountable for direct delivery of sub division of a clinical technical service Accountable for a discrete unit within the imaging/therapy service	6(d)
7. Responsibility for Policy/Service Development	Proposes policy or service changes, impact beyond own area Makes recommendations on changes which impact across the imaging/therapy service	3
8. Responsibility for Financial & Physical Resources	Authorised signatory; hold delegated budget/budget holder for a department/service Authorised signatory; holds delegated budget/holds budget for department	3(a)(d)- 4(a)
9. Responsibility for Human Resources	Line manager for single function or department Manages & develops staff, responsible for performance matters, chairs appointment panels	4(a)
10. Responsibility for Information Resources	Records personally generated information Updates clients records	1
11. Responsibility for Research & Development	Occasionally participates in/regularly undertakes R&D activity Occasionally/ regularly participates in Research and Development activities, including audit	1-2 (a)
12. Freedom to Act	Broad occupational policies Works within Codes of Practice, occupational standards, policies & procedures, manages team	4
13. Physical Effort	Occasional/frequent moderate effort for several short periods Positioning, manoeuvring patients, equipment, lead blocks	2(d)- 3(c)
14. Mental Effort	Frequent concentration, work pattern predictable/unpredictable Concentration on patient assessment/interruptions for service issues, dealing with complaints	2(a)- 3(a)
15. Emotional Effort	Occasional/frequent distressing or emotional circumstances Works with people with cancer, terminal illnesses	2(a)- 3(a)
16. Working Conditions	Occasional/frequent exposure to unpleasant working conditions; occasional highly unpleasant conditions Body odours/ Body fluids	2(a)- 3(a)(b)
JE Score/Band	JE Score 470 – 510	Band 7

**Profile label**                      **Radiographer Principal**

**Job Statement**

1. Leads and develops service in specialist area of work
2. Provides specialist advice in own specialism
3. Lead in clinical audit/clinical governance
4. May manage staff, including recruitment, appraisal, CPD, performance

Factor	Relevant job information	JE Level	JE Score
<b>1 Communication and relationship skills</b>	<b>Provide and receive highly complex, sensitive information; barriers to understanding; present complex, sensitive or contentious information to large groups</b> Communicates information concerning specialist area to patients/clients, relatives and other professionals; Undertakes formal lectures, presentations to large groups	<b>5(a) (b)</b>	<b>45</b>
<b>2 Knowledge, Training and Experience</b>	<b>Highly developed specialist knowledge underpinned by theory and experience.</b> Professional knowledge acquired through degree, post graduate study and significant experience in specialist field to master's level or equivalent	<b>7</b>	<b>196</b>
<b>3 Analytical and Judgemental skills</b>	<b>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</b> Skills for assessing a range of complex acute and other patient conditions and tailor diagnostic/treatment protocols to take these into account e.g. trauma, calculation of treatment doses	<b>4</b>	<b>42</b>
<b>4 Planning and Organisational skills</b>	<b>Plan and organise complex activities requiring formulation and adjustment</b> Organises a specialist department/area, including workload and staff	<b>3</b>	<b>27</b>
<b>5 Physical Skills</b>	<b>Developed physical skills; manipulation of objects, people; narrow margins for error; highly developed physical skills: accuracy important; manipulation of fine tools , materials/high degree of precision</b> Manipulation of highly complex and expensive equipment with minimal margins for potential error	<b>3(a) (b) - 4</b>	<b>27-42</b>
<b>6 Responsibility for Patient/Client Care</b>	<b>Provides highly specialist clinical technical services</b> Provides a specialist and tailored service which contributes to diagnosis and treatment	<b>6 b</b>	<b>39</b>
<b>7 Responsibility for Policy/Service Development</b>	<b>Proposes policy or service changes, impact beyond own area</b> Participates in reviews of work practices which impact on service delivery to patients/clients and other specialities	<b>3</b>	<b>21</b>
<b>8 Responsibility for Financial and Physical Resources</b>	<b>Authorised signatory; purchase of some assets; monitor budgets or financial initiatives; hold delegated budget</b> Sign off overtime and travel expenses; order specialist equipment; monitors budget(s); manages equipment budget, budget for own specialist area	<b>3(a)(b)(c)(d)</b>	<b>21</b>
<b>9 Responsibility for Human Resources</b>	<b>Day to day management; teach, deliver specialist training</b> Management of a group of staff; core training in a specialist field	<b>3(a)(c)</b>	<b>21</b>
<b>10 Responsibility for information resources</b>	<b>Record personally generated information</b> Record patient treatment data	<b>1</b>	<b>4</b>
<b>11 Responsibilities for Research and Development</b>	<b>Regularly undertake R&amp;D activity</b> Regularly participates in R&D activities, leads clinical audit	<b>2(a)</b>	<b>12</b>
<b>12 Freedom to Act</b>	<b>Broad occupational policies</b> Works within codes of practice and professional guidelines with accountability for own actions, lead specialist	<b>4</b>	<b>32</b>
<b>13 Physical Effort</b>	<b>Frequent moderate effort for short periods</b> Positioning, manoeuvring patients, equipment, lead blocks into position for treatments and examinations	<b>3(c)</b>	<b>12</b>
<b>14 Mental Effort</b>	<b>Frequent concentration, work pattern unpredictable</b> Patient observation, assessment of treatment/imaging procedures, dosage checks, image parameters; interruptions to deal with service issues or emergencies	<b>3(a)</b>	<b>12</b>
<b>15 Emotional Effort</b>	<b>Frequent distressing or emotional circumstances:</b> Works with patients with cancer, terminal or debilitating illnesses and major trauma and dealing with their relatives/carers	<b>3a</b>	<b>18</b>
<b>16 Working conditions</b>	<b>Frequent unpleasant; occasional highly unpleasant working conditions</b> Body odours; body fluids, wounds, infections, fungating tumours	<b>3(a)(b)</b>	<b>12</b>
<b>JE Band score</b>	JE Score	<b>Band 8a</b>	<b>541-556</b>

Job Title:

**Radiographer Consultant (Therapy)**

Job Statement:

1. Carries out an expert practitioner role within radiotherapy, provides a consultant service, including clinical leadership and strategic direction
2. Proposes and implements changes within national cancer plan
3. Responsible for R&D as a major job component
4. Co-ordinates CPD and specialist training in department

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Provide and receive highly complex, sensitive or contentious information; agreement or co-operation required; Present complex, sensitive or contentious information to large groups Communicates specialist condition-related information; communicates information relating to changes in practice, which may be highly contentious and requiring co-operation from staff and consultants. Presents specialist information to large groups	5(a)(b)
2. Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory and experience Degree and training to master's level equivalent in specialist area, plus practical experience	7
3. Analytical & Judgemental Skills	Highly complex facts or situations requiring analysis, interpretation, comparison of a range of options Problem-solving, including deciding on method of treatment, where there is a range of options and a requirement to decide outside existing protocols	5
4. Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment/broad range of complex activities, formulates, adjusts plans and strategies Plans specialist radiotherapy service provision, including education and training/multi-disciplinary activities, research, service planning	3-4
5. Physical Skills	Developed physical skills; manipulation of objects, people; narrow margins for error/ Highly developed physical skills, high degree of precision Treating patients where there are very narrow margins for error/tattooing patient treatment area, marking and transferring 3D tumour volumes	3(a)-4
6. Responsibility for Patient/Client Care	Provide highly specialist clinical technical services Leading provision of a specialist service, including contributing to development of care programmes, patient care pathways, including giving highly specialised advice.	6(b)
7. Responsibility for Policy/Service Development	Propose policy or service changes, impact beyond own area Significant input into policy making, including policies beyond own area, e.g. skincare, chemo-irradiation policies, developing and implementing clinical guidelines, evidence based care, clinical audit	3
8. Responsibility for Financial & Physical Resources	Authorised signatory; Hold delegated budget Authorises overtime, agency staff and on-call payments for the department; holds delegated budget for e.g. training, care pathway	3(a)(d)
9. Responsibility for Human Resources	Teach/deliver specialist training/Teach, devise training and development programmes, major job responsibility Provides specialist training and education/ develops training programmes in conjunction with University	3(c)-4(b)
10. Responsibility for Information Resources	Record personally generated information Updates client records	1
11. Responsibility for Research & Development	Co-ordinate, implement R & D activity as job requirement/initiate, develop R & D activities Co-ordinates R & D programmes/ develops, leads R & D programmes including the securing of funds	4-5
12. Freedom to Act	General policies, need to establish interpretation Lead practitioner for department; interprets and contributes to guidelines and policies, and helps to set standards for practice.	5
13. Physical Effort	Occasional/frequent moderate effort for several short periods Manipulating patients; lifting lead weights, equipment	2(d)-3(c)
14. Mental Effort	Frequent concentration, work pattern predictable Concentration when planning or carrying out treatment; checking dosimetry	2(a)
15. Emotional Effort	Frequent distressing or emotional circumstances Working with patients with terminal illnesses	3(a)
16. Working Conditions	Occasional/frequent unpleasant/occasional highly unpleasant conditions Body odours, body fluids	2(a)-3(a)(b)
JE Score/Band	JE Score 577-641	Band 8a,b,c

Job Title:

**Radiographer Consultant (Diagnostic)**

Job Statement:

1. Carries out an expert practitioner role within diagnostic radiography, provides a consultant service
2. Provides advice and leadership on evidence-based changes to practice
3. Responsible for R&D as a major job component
4. Co-ordinates CPD and specialist training in department

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Provide and receive highly complex, sensitive or contentious information; barriers to understanding; present complex, sensitive or contentious information to large groups Communicate specialist condition related information/ presents specialist and highly complex information to large groups	5 (a) (b)
2. Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory and experience Degree and training to master's level equivalent in specialist area, plus practical experience	7
3. Analytical & Judgemental Skills	Highly complex facts or situations requiring analysis, interpretation, comparison of a range of options Skills for interpreting, reporting on patient conditions, diagnosis from range of options. Possibly conflicting interpretation, recommending further action, changing practice	5
4. Planning & Organisational Skills	Plan and organize complex activities or programmes, requiring formulation, adjustment/ Plan and organise broad range of complex activities, formulates, adjusts plans or strategies Plans specialist diagnostic radiography service provision, including education and training/multi-disciplinary activities, research, service planning	3-4
5. Physical Skills	Highly developed physical skills, high degree of precision Skills required for core biopsies, cervical cannulation, laparoscopic scanning	4
6. Responsibility for Patient/Client Care	Provide highly specialist clinical technical services; provide highly specialised advice concerning care Develops highly specialised programmes and applications to enhance service to patients and clinicians; provides highly specialised advice on services and caseload.	6(b)(c)
7. Responsibility for Policy/Service Development	Propose policy or service changes, impact beyond own area Responsible for developing and implementing policies and procedures which impact on other departments, e.g. radiographer reporting, design of protocols and care pathways which impact on other areas	3
8. Responsibility for Financial & Physical Resources	Authorised signatory; hold delegated budget Authorises overtime, agency staff and on-call payments for the department; holds training budget	3(a)(d)
9. Responsibility for Human Resources	Teach/deliver specialist training/teach, devise training development programmes, major job responsibility Responsible for staff CPD programmes, specialist teaching and training/teach in conjunction with Higher Education Institutions	3(c)- 4(b)
10. Responsibility for Information Resources	Record personally generated information Updates client records	1
11. Responsibility for Research & Development	Co-ordinates, implements R & D activity as job requirement/ initiate, develop R & D activities Co-ordinates R & D programmes/develops R & D programmes including securing funding	4-5
12. Freedom to Act	General policies, need to establish interpretation Interprets and contributes to national guidelines and policies, and helps to set standards for national practice.	5
13. Physical Effort	Occasional/ frequent moderate effort, several short periods Positioning, manoeuvring patients, equipment	2(d)- 3(c)
14. Mental Effort	Frequent concentration, work pattern unpredictable Concentration on patient information & reporting, interruptions to deal with emergencies, giving highly specialised advise	3(a)
15. Emotional Effort	Frequent distressing/occasional highly distressing or emotional circumstances Imparts unwelcome and distressing information to patients; identifies cancers and other pathologies	3(a)(b)
16. Working Conditions	Frequent unpleasant/occasional highly unpleasant conditions Body odours, body fluids	3(a)(b)
JE Score/Band	JE Score 602 – 646	Band 8b,c