

**ADDENBROOKE'S HOSPITAL  
ONCOLOGY CENTRE**

**JOB DESCRIPTION**

**JOB TITLE:** Macmillan Consultant Therapy Radiographer in  
Gynaecological Oncology

**GRADE:** Therapy Consultant

**HOURS:** 35 hours per week

**LOCATION:** Oncology Centre

**RESPONSIBLE TO:** Head of Radiotherapy

**REPORTS TO:** Relevant Consultants

**JOB SUMMARY:**

- To provide a comprehensive therapy radiographer consultant service in gynaecological oncology, improving service delivery to patients undergoing radiotherapy, optimising the use of existing and developing services.
- To provide clinical leadership, support, advice and education for all members of the multi-disciplinary team (MDT) caring for the patient within the Trust.
- Contribute as a member of the multi-disciplinary team (MDT) for gynaecological oncology to the treatment decision making process for individual patients.
- To lead the development of standards and guidelines related to practice of radiotherapy within the MDT.
- To lead and co-ordinate the gynaecological therapy radiography service, optimising the use of current facilities.
- To facilitate the development of new delivery systems with the existing and new medical staff.
- To establish patient post radiotherapy rehabilitation clinics and a gynaecological information and support service across the West Anglia Cancer Network (WACN). Developing and co-ordinating a triage system for women with these problems across the Network.
- To act as an expert resource for primary care teams, ensuring continuity of care in the community.
- Lead the education and training of other healthcare professionals in relation to radiotherapy and the management of its consequences.

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### **SKILLS & KNOWLEDGE:**

#### Essential:

DCR(T) / BSc(Hons) T with minimum 5 years clinical experience in core radiotherapy and gynaecology.  
Health Professions Council registration.  
Award in Gynaecological Oncology.  
MSc in associated field of practice or working toward.

### **MAIN RESPONSIBILITIES:**

#### **Expert Clinical Practice:**

- To practice at an advanced level providing expert care for patients undergoing radiotherapy for a gynaecological malignancy.
- To receive direct referrals for vaginal vault brachytherapy treatment and undertake appropriate clinical assessment prior to treatment.
- To prescribe within protocols and plan the delivery of brachytherapy for adjuvant vaginal vault treatment and to undertake treatment procedure.
- To facilitate day case treatment for adjuvant brachytherapy treatment and therefore reduce the number of overnight admissions.
- To undertake preparation and planning of adjuvant pelvic radiotherapy to include informed consent within the boundaries of department protocol.
- To review patients undergoing external beam radiotherapy and advise and manage acute radiation induced toxicity.
- According to current legislation, to undertake independent or dependant prescribing or administration of medication using departmental protocols.
- To provide support, information and education to patients on post treatment changes and their effect on sexual function in a post treatment clinic.
- To accept direct referrals from across the region for patients with psychosexual difficulties following a diagnosis of a gynaecological malignancy.
- To ensure at all times patients, carers and relatives are fully considered in the context of care, activity participating in ethical decision-making.
- Continually monitor, audit and evaluate clinical practice of self and others.
- Provide expert clinical advice to the Multi-disciplinary team.

#### **Professional Leadership and Consultancy Function:**

- To lead the Gynaecological Brachytherapy Service, co-ordinating medical, clinical radiotherapy physics and nursing staff.
- To lead the Psychosexual Support Service within the Centre and Cancer Units, ensuring a continuity of service across the region.

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- To lead and organise the Gynaecological Oncology Support Service within the Trust, ensuring the development, benchmarking and standardisation of the service across all disciplines.
- To extend the Gynaecological Oncology Support Service across the WACN.
- To promote the role of the therapy radiographer lead in gynaecological oncology within the WACN and nationally.
- To ensure current practice is evidence based and standards / protocols adhere to National Guidelines.
- To audit practice and act upon results.
- To network across the Trust and ensure dissemination and sharing of good practice.
- To actively promote the role of AHP's within the Multi-disciplinary Team, thereby supporting and encouraging colleagues towards achieving excellence in their care.

### **Education, Training and Development Function:**

- To lead in the development of education and training programmes and competencies standards for all staff involved with brachytherapy treatment of gynaecological cancer.
- To identify and ensure delivery of education and training programmes to the Cancer Units and Primary Health Care staff caring for gynaecological oncology patients.
- To evaluate and make changes appropriate to any education and training programmes in line with evidence based practice.
- To form links with Higher Education Institutions, thus providing expert advice to influence further curricula development.

### **Service Development:**

- To promote evidence based practice at all times.
- To identify and implement measures to ensure quality improvement.
- To identify and undertake research to ensure continued practice development.
- To disseminate research findings in the form of publications, posters and presentations.
- To agree relevant audit programmes with key health care professionals and lead on their implementation.
- Monitor the impact of the Consultant Radiographer post on the Gynaecological Oncology Service and provide annual reports to key personnel.

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### **Professional:**

- To adhere to IR(ME)R regulations.
- The post holder must be qualified to act as an ‘operator’ in Radiotherapy as defined by IR(ME)R.
- To act in a professional manner at all times in accordance to the Addenbrooke's Hospital NHS Policies and Procedures and the Radiographers Professional Code of Conduct.
- To ensure confidentiality and dignity of the patient is recognised and respected at all times.

### **General:**

- The post holder must at all times carry out his / her duties with due regard to the Trust's Equal Opportunities Policy.
- It is the responsibility of all employees to maintain a safe and healthy environment for patients, visitors and staff.
- It is the responsibility of the post holder to ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work.
- All staff who has access to or transfer data, are responsible for that data and must respect confidentiality and comply with the requirements of the Data Protection Act 1998, in line with the Trusts Policies.
- The post holder is responsible for data quality and complying with the policies, procedures and accountability arrangements throughout the Trust for maintaining accuracy and probity in the recording of the Trust's activities.
- Staff are required to comply with the requirements of the Freedom of Information Act 2000, in line with Trust Policy.
- Any other duties, which may be required from time to time.

### **ON-CALL**

**REQUIREMENTS:** May be some requirement to be on-call.

### **IRREGULAR OR**

**UNSOCIAL HOURS:** Dependent on service requirements.

**NOTE:** This job description will be subject to review in consultation with the post holder.

Addenbrooke's NHS Trust is committed to carefully screening all staff who work with children and therefore this appointment could be subject to a satisfactory police check. All applicants must also give a full employment history on their application form.

## Person specification

### Consultant Therapy Radiographer in Gynaecological Oncology

Essential	Desirable	Tested
<p><b>Qualifications:</b></p> <ul style="list-style-type: none"> <li>• Diploma of the College of Radiographers Or B.Sc. Hons equivalent</li> <li>• Health Professions Council registration</li> <li>• Award in Gynaecological Oncology</li> <li>• Award in Radiotherapy Patient assessment and Review</li> <li>• Award in Informed Consent</li> </ul> <p><b>Training received or working towards:</b></p> <ul style="list-style-type: none"> <li>• M.Sc. level award</li> <li>• In house recruitment and selection</li> <li>• In house appraisal training</li> <li>• In house 2 day management training</li> <li>• Risk management</li> </ul>	<p><b>Qualifications:</b></p> <ul style="list-style-type: none"> <li>• Leadership and management development course</li> <li>• Qualified and registered Supplementary prescriber</li> <li>• Counselling</li> <li>• M.Sc. in associated field of practice</li> </ul>	CV&P
<p><b>Experience</b></p> <p><b>Radiotherapy experience:</b> Minimum of 5 years experience in radiotherapy delivery</p> <p><b>Gynaecological Oncology:</b></p> <ul style="list-style-type: none"> <li>• Highly specialised knowledge of gynaecological oncology and radiotherapy</li> <li>• Experienced practice in gynaecological oncology within an MDT</li> <li>• Experienced practice in external and brachytherapy radiotherapy</li> <li>• Experienced practice of</li> <li>• Awareness of national guidelines and protocols for cancer and gynaecological oncology</li> <li>• Knowledge of research and audit methodology.</li> </ul>	<p><b>Experience</b></p> <p><b>Radiotherapy experience:</b> 6 years experience with both radiotherapy delivery and pre treatment</p> <p><b>Gynaecological Oncology:</b> Own research interest Clinical management plans Documentation in notes</p> <p>Ability to lead on research and audit</p>	<p>CV&amp;P</p> <p>CV&amp;P/ I</p> <p>CV&amp;P/I</p>

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<p><b>Training and education:</b> Informal teaching and training of a variety of healthcare professionals</p> <p><b>Management:</b> Good previous management skills</p> <p><b>Abilities:</b></p> <ul style="list-style-type: none"> <li>• Able to work autonomously and as part of a team</li> <li>• Able to work independently</li> <li>• Able to prioritise and schedule tasks</li> <li>• Able to plan and organise</li> <li>• Excellent problem solving abilities</li> <li>• Ability to synthesis information, consider and evaluate risks and options when making difficult decisions</li> <li>• Able to think ahead, judge development trends and plan accordingly</li> <li>• Ability to make recommendations for and to facilitate change</li> <li>• Able to challenge and question</li> <li>• Able to respond to change and apply themselves to developments in practice</li> </ul>	<p><b>Teaching and education:</b> Teaching experience</p> <p><b>Management:</b> Project management experience Management development experience Change management experience</p> <p><b>Abilities:</b> Ability to interpret, manipulate and present financial data</p>	<p>CV&amp;P/I</p> <p>CV&amp;P/I</p>
<p><b>Knowledge</b></p> <ul style="list-style-type: none"> <li>• Knowledge of principles and practice of radiotherapy and gynaecological oncology</li> <li>• Knowledge of NHS policies and processes and developments</li> <li>• Knowledge of modernisation agenda e.g. Skills mix working, NSF's</li> <li>• Knowledge of and use of different information sources</li> <li>• Knowledge and application of national regulations relating to ionising radiation for medical exposure (IR(ME)R)</li> <li>• Knowledge and application of regulations related to obtaining</li> </ul>	<p><b>Knowledge</b> Expert knowledge of Gynaecological Oncology</p>	<p>CV&amp;P/I</p>

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<p>informed consent</p> <ul style="list-style-type: none"> <li>• Knowledge and application of the regulations relating to Medical Research</li> </ul>		
<p><b>IT skills</b> Computer literate with experience of Microsoft word, excel, access, PowerPoint</p>		
<p><b>Communication</b> Excellent communicator Ability to produce written reports – professional publications Excellent verbal communicator Presentation skills- professional presentations Good interpersonal skills Good consultation skills Proven ability to influence and negotiate with all grades of staff <b>Able to communicate with key groups:</b> Patients Members of the gynaecological oncology MDT Therapy radiography staff Consultants Clinical Director Medical staff Nursing staff A&amp;C staff</p>	<p><b>Communication</b> Written reports to senior hospital management / consultants / WACN / SHA Audits Business case</p> <p><b>Communicates with key groups:</b> Senior Management staff Strategic Health Authority WACN</p>	<p> </p> <p> </p>
<p><b>Characteristics</b> Enthusiastic / positive attitude Competent, professional approach Self motivated, proactive and innovative Common Sense / pragmatic / practical Flexible / adaptable / open minded Conscientious / reliable Accurate / thorough / pays attention to detail / methodical Able to cope with stress and pressure and meet deadlines Receptive and sensitive to the priorities of other staff groups Reliable and supportive</p>		<p> </p>
<p><b>Other requirements</b> Flexible working hours and location Willingness and ability to travel</p>		<p> </p>
<p>CV&amp;P= curriculum vitae and portfolio I = interview</p>		