



CAJE REF	Wales/WPF/2025/0004
APPROVED	16/05/2025

JOB TITLE Wales Advanced Practitioner (Diagnostic Radiography)
BAND 8a

Job Summary

- Use expert clinical skills, knowledge, and complex decision making abilities to support diagnosis and management of patients relevant to own scope of practice.
- Support the specialist education of trainees and staff as well as continually looking to develop and improve own knowledge to expand scope of practice through education and establishment of competence.
- Support and undertake research, being able to critically appraise the evidence base and translate this into practice to support service development and innovation.
- Provide leadership within own area of practice, responding to local and national developments and engage across professional boundaries and with Special Interest Groups as appropriate.
- Work alongside senior manager(s) to agree a job plan which supports all pillars of advanced practice and aligns with service need and development opportunities.

Responsible to

Reporting:	Accountable:	Professionally:
-------------------	---------------------	------------------------

Responsibilities and Duties

Planning and Design
Make autonomous decisions in line with advanced practitioner status regarding the care, management and scheduling of patients prior to and during attendance within the imaging environment which may require analysis, interpretation and judgement of complex facts and clinical considerations.

Manage the competing demands between scheduled and emergency imaging examinations, planning and organising with other staff both internal and external to radiography to ensure the optimal care of patients.

Prioritise and manage own workload, adapting as required to ensure imaging services are supported.

Formulate and adapt staff rotas to ensure provision of appropriate skill mix and experience within own area of specialism.

Improvement and Monitoring

Lead, participate, and support audit processes which include departmental audits and review of own clinical practice and that of Advanced Clinical Practitioner peers.

In line with best practice and emerging research, be responsible for leading innovation, identifying and developing the case for change and responsible for managing and implementing this change into imaging services and working practices.

Implement and lead on the development and review of governance, policy, procedures and risk management relevant to clinical practice and multi-professional Advanced Practitioner frameworks.

Implements policies and changes to working practices / imaging examinations in own area of Advanced practice, working in partnership with senior managers and / or clinicians as appropriate.

Communications

Provides and receives highly complex, sensitive and confidential information concerning patient symptoms and diagnosis, being able to provide recommendations for imaging protocols and further radiological examinations best suited to the requirements and clinical considerations of individual patients.

Autonomously review, analyse, interpret and feedback complex clinical information, employing a range of strategies to ensure effective communication with colleagues, clinicians and patients and overcome any barriers to communication, performing in a way which reflects awareness of own advanced practice ability and capabilities.

Impart potentially upsetting, distressing or unwelcome news relating to examination outcomes to service users, carers or clinical colleagues, being able to undertake this with empathy and tact.

Deal with confrontational or challenging behaviours or emotionally distressing situations due to the unpredictable nature of service delivery and the outcomes of diagnostic imaging examinations.

Liaise with clinical colleagues both internal and external to radiology services, discussing patient specific clinical considerations to ensure appropriateness of imaging examination and facilitate scheduling and patient preparation to support optimised service delivery.

Clinical

Demonstrate expert clinical competencies and knowledge base to operate as an autonomous practitioner in performing, interpreting and diagnosing complex and specialist radiological examinations and performing therapeutic treatment as appropriate within own specialism and in line with advanced practitioner status.

Provide verbal and/or written reports on imaging examinations to service users, carers, and clinical colleagues, using expert knowledge to direct onward patient management decisions.

Maintain the dexterity, precision and accuracy required to manoeuvre and manipulate complex imaging equipment to produce precise images and physiological measurements.

Prepare and administer contrast agents orally, rectally, or via injection as appropriate, acting as independent or supplementary prescriber as required and in line with governance requirements.

Non-Clinical

Work with senior managers to regularly review and update own job plan, maximising the impact of Advanced Practice roles for the benefit of patient care and service delivery.

Attend and participate in Radiology Events and Learning Meetings (REALM) to support and enhance knowledge and skills, working with managers to review, amend, and implement changes to imaging procedures and policies.

Provide practical and theoretical teaching, support and advice to colleagues and trainees within own specialist area.

Maintain a portfolio evidencing fulfilment across all pillars of advanced practice.

Develop and maintain links with Advanced Practitioner networks locally and nationally, working alongside these and consultant colleagues to support continuous professional development across all pillars of advanced practice.

Undertake and participate in research to align optimal service delivery, patient pathways and value based healthcare.

Finance and Budget

Sign off roster for Advanced and Enhanced Practitioner teams which may include sign off of overtime and waiting list initiative payments.

Ensure the safe and proper use of expensive and complex static and mobile imaging equipment, following local processes for reporting any faults or concerns.

Support the evaluation and procurement process for imaging equipment and accessories within own area of Advanced Practice.

Management, Leadership and/or Training

Provide clinical line management for an imaging speciality or function, managing staff, recruitment and professional development.

Provide expert clinical guidance and opinion, supervision, training and support to staff, students and trainees, including responsibility for making autonomous decisions in complex or unpredictable situations.

Develop and deliver learning and education packages to support development of staff, including participation on postgraduate Advanced Practitioner and specialist education programmes as required, supporting the formal assessment of trainees and providing constructive feedback.

Responsible for maintaining and continually developing own level of knowledge in specialist area of practice, including maintenance on CPD portfolio in line with professional body requirements.

Digital and Information

Utilise a range of IT and software systems including voice recognition dictation to maintain contemporaneous service user documentation and imaging examination records in line with organisational and professional body requirements.

PERSON SPECIFICATION

Qualifications and Knowledge

Essential

Full Masters level qualification (or equivalent) encompassing all pillars of Advanced Practice and relevant to the area of advanced practice.

Advanced clinical skills and experience relevant to imaging specialism.

HCPC registration.

Evidence of maintaining a Continuous Professional Development portfolio.

Desirable

Leadership and Management qualification

Experience

Essential

Significant post registration clinical experience within speciality area.
Experience with staff management and supporting professional development.
Experience of supporting teaching and education.
Supporting, engaging with and / or experience of undertaking research.

Skills and Attributes**Essential**

Enhanced clinical skills relevant to specific imaging modality.
Demonstrates supervisory and leadership skills.
Ability to communicate with others in a sensitive and empathetic manner, including imparting distressing news to service users regarding imaging findings.

Desirable

Welsh Language Skills are desirable levels 1 to 5 in understanding, speaking, reading, and writing in Welsh.

Other

Satisfactory Standard/Enhanced DBS clearance including an/a Adults and Children's Barred List check.
Ability to work flexibly and travel between organisation sites in a timely manner.