



Job Description & Person Specification



Job Title	Sonographer		
Department	Health and Social Services (H&SS)	Section	KEMH
Reports to	Hospital Manager		
Grade:	Falkland Islands Government Grade – C	Job Code	218R03
Job purpose			
The post-holder will act autonomously as the independent ultrasound practitioner providing a high quality and comprehensive ultrasound service within agreed departmental protocols. The post holder will also be professionally accountable for all aspects of their work and for managing their own workload competently to ensure a high standard of care is maintained for patients, as well as providing a high level of support for clinical and non-clinical staff alike as necessary.			
Main Accountabilities			
Day to Day Operational duties			
<ul style="list-style-type: none">❖ Undertake ultrasound scans performed on patients according to the examination type requested by healthcare professionals.❖ Produce written reports based on the findings of scans according to their pathologies within the agreed delegation of clinical duties.❖ Evaluate ultrasound images for technical quality using evidence-based practice and professional judgement to ensure imaging equipment and accessories are used to optimise image quality and improve clinical diagnosis.❖ Apply professional expertise and judgement during scans and whilst creating and verifying ultrasound reports, accurately differentiating between pathological and normal anatomical variants. This will include, but not be limited to, analysing the information acquired from scans and subsequent images to make accurate diagnoses and inform reports.❖ Undertake ultrasound examinations of the required standard for the antenatal clinic as necessary and providing written reports and plotting foetal growth on personalised charts.❖ Communicate clearly with patients and their representatives in order to provide a high standard of patient experience. This may include a need to share highly sensitive and/or distressing news.❖ Ensure that systems are in place to accurately capture, record and retrieve ultrasound data as required to support clinical service delivery.❖ Participate in multi-disciplinary working to support other healthcare professionals in diagnosis formulation and improving patient treatment pathways.❖ Liaise with overseas consultants when required to augment service delivery.❖ Adhere to departmental protocols and policies, using professional judgement as required according to the requirements of individual cases.			



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Main Accountabilities continued	
Day to Day Operational duties continued	
<ul style="list-style-type: none">❖ Participate in, and be involved in organising and undertaking, screening programmes such as Abdominal Aortic Aneurysm (AAA) screening.❖ Adhere to recognised codes of practice and responsibilities.	
Learning and Development	
<ul style="list-style-type: none">❖ Be personally responsible for maintaining own competency to practice in all areas, as necessary to maintain registration and the competency required in the role. In particular keep up to date with developments in ultrasound practice and maintaining a personal development plan.❖ Complete all mandatory training for the H&SS Directorate.	
Health, Safety and Safeguarding	
<ul style="list-style-type: none">❖ Maintain high standards of infection prevention and control in the Imaging Department.❖ Understand personal responsibilities for Health & Safety in general and adhere to KEMH's and FIG's Health, safety and wellbeing policies, procedures and guidelines.❖ Safely use all ultrasound equipment, resolving any first line problems and recording accurate details of equipment faults as well as reporting faults as necessary.❖ Commit to upholding safeguarding and welfare responsibilities for vulnerable parties, escalating concerns as necessary to senior staff.	
General	
<ul style="list-style-type: none">❖ Attend relevant meetings as required to represent the Imaging Department.❖ Participate, and lead where appropriate, in reviewing and developing department policies and guidelines.❖ Ensure that the department is operationally ready at all times by maintaining appropriate levels of supplies, consumables and ensuring maintenance and calibration of equipment occurs to expected schedules.❖ Participate in Quality Assurance and audit programmes to ensure the maintenance of high standards of sonography and to drive quality improvement initiatives.❖ Maintain professional standards in accordance with the UK's Health and Care Professions Council (HCPC) and/or the UK's Nursing and Midwifery Council's (NMC) Code of Conduct.	



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The job description is not an exclusive or exhaustive definition of your duties. You shall undertake such additional or other duties as may reasonably be required by FIG commensurate with your role and grade.

Criminal Records Checks (this post is regarded as sensitive)

All applicants for Government posts will be asked to disclose convictions upon application. Criminal records will only be considered for recruitment purposes when the conviction record is relevant. Having an 'unspent' conviction will not necessarily bar a candidate from employment. This will depend on the circumstances and background to the offence(s).

Any information given will be completely treated as confidential and will be considered only in relation to the post to which the application refers.

Failure by a candidate to reveal information that is directly relevant to the post applied for could lead to the withdrawal of an offer of employment.

Additional Information

The FIG Health and Social Services Directorate provides comprehensive health services to a population of about 3,600 residents, plus emergency care to those working on foreign fishing vessels and visitors to the Islands. The Directorate also provides secondary care services to the military personnel and associated civilians at Mount Pleasant Airbase.

The Radiography team is based in the King Edward Memorial Hospital in the Islands' capital, Stanley. The Service follows UK practices and standards of care, modified to meet local needs and circumstances.

Based at the only healthcare facility in the Falkland Islands, the King Edward VII Memorial Hospital [KEMH], working in an Imaging Department of 3 full-time employees, the post holder will be expected to apply their expert judgement based on their knowledge and experience to effectively assess patient conditions.



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Criteria	Essential	Desirable	Assessment Method
Education and Qualifications			
Post graduate qualification in Medical Ultrasound	✓		A
Relevant first degree, for example diagnostic radiography, midwifery etc	✓		A
Registration with the UK Health and Care Professions Council (HCPC) or equivalent national registration body	✓		A/I
Evidence of ongoing continued professional development	✓		A/I
Knowledge, Skills & Experience			
5 years' experience as a qualified Sonographer including obstetrics, gynaecology and general medical	✓		A/I/R
Quality assurance/audit experience	✓		A/I/R
Experience of reporting scans autonomously	✓		A/I/R
Experience of independently examining patients, and using initiative during examinations to problem solve	✓		A/I/R
Ability to independently analyse cases and make sound professional judgements based on findings	✓		I/R
Good IT skills and experience of using computerised systems to record and report ultrasound findings.	✓		A/I
Ability to develop/contribute to service protection and expansion	✓		A/I/R
Pays meticulous attention to detail	✓		A/I/R
High level of interpersonal skills that ensure effective working relationships with the medical officers, nurses, other health care professionals as well as service users	✓		A/I/R
Able to organise and prioritise own work efficiently and work under own initiative to ensure deadlines are met	✓		A/I/R
Ability to maintain sound professional judgement at all times and especially in pressurised situations	✓		A/I/R
Demonstrably good communication skills, including the ability to communicate information clearly in a variety of formats to colleagues, service users and members of the public etc	✓		A/I/R
Experience of communicating sensitive and sometimes distressing information to patients	✓		A/I/R



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Criteria	Essential	Desirable	Assessment Method
Knowledge, Skills & Experience (continued)			
Basic Plain Radiography Skills		✓	A/I
Good staff supervisory skills and experience	✓		A/I/R
Clear understanding of the importance of maintaining patient and data confidentiality and the ability to comply and maintain confidentiality requirements at all time	✓		A/I/R
Personal Attributes			
Reliable and consistent	✓		I/R
Self-motivated, driven and forward thinking with the ability to identify areas for improvement and development	✓		I/R
Aligns with FIG's Core Values – Diverse, Professional, Resilient & Resourceful	✓		I/R
Note to Applicants: Please ensure that you demonstrate your ability to meet the requirements of the job in your application form by giving clear, concise examples of how you meet each criterion.			

Method of Assessment: A – Application Form I – Selection Interview R – Reference