

BETTER TOGETHER

NHS

Royal Devon
University Healthcare
NHS Foundation Trust



Make a difference

as part of the **Radiology** team at the Royal Devon

While you care for our patients, we'll support and invest in you to take your career further than you ever imagined.

 royaldevon.nhs.uk/careers

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A warm welcome from our head of service

Hello, I'm person and I am the role for the Royal Devon.

We are incredibly proud of our Radiology professionals who form an essential and well-respected part of our healthcare teams across a number of dynamic settings, providing diagnostic services and compassionate care to over 615,000 people.

You will be part of a warm and friendly team who will care for you whilst you care for others. We will invest in your training and development alongside offering you great benefits, flexibility in your work and excellent opportunities for you to progress.

Whether you are interested in following a progression pathway into Radiography, Nursing, or advanced practice, or perfecting your role as a HCSW, there are many exciting options to explore when you start your career with us.

We look forward to working with you.

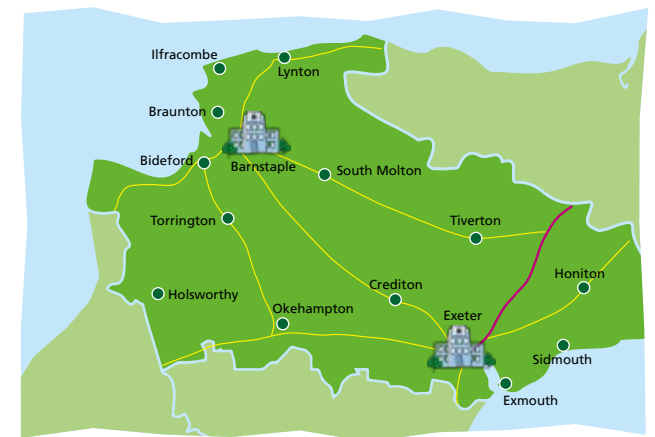
About the Royal Devon

It's a very exciting time to join us. Newly formed in April 2022, the Royal Devon University Healthcare NHS Foundation Trust is renowned for ground-breaking research, dynamic innovation and strong links to leading universities.

Stretching across Northern, Eastern and Mid Devon, we have a workforce of over 15,000 staff, making us the largest employer in Devon. Our core services, which we provide for over 615,000 people, cover more than 2,000 square miles across Devon, while some of our specialist services cover the whole of the peninsula, extending our reach as far as Cornwall and the Isles of Scilly.

We deliver a wide range of emergency, specialist and general medical services through North Devon District Hospital and the Royal Devon and Exeter Hospital (Wonford). Alongside our two acute hospitals, we provide integrated health and social care services across a variety of settings including community inpatient hospitals, outpatient clinics, and within people's own homes. We also offer primary care services, a range of specialist community services, and Sexual Assault Referral Centres (SARC).

You'll be joining a team of like-minded professionals to provide personalised care, making a huge difference to the patients we see.



Radiology at the Royal Devon

Radiology is the perfect career for those who want to combine their passion for healthcare with state-of-the-art equipment and the latest advances in technology.

There are two branches of Radiology:

- **Diagnostic Radiographers** use advanced technology to look inside patients' bodies and understand the root causes of their illness
- **Therapeutic Radiographers** play a vital role in the delivery of cancer services by planning and delivering radiotherapy

About our service

Our Radiology departments are located at our acute sites and community settings, providing a wide range of services across the peninsula including CT, MRI, ultrasound, DEXA, fluoroscopy, and interventional radiology.

The North Devon District Hospital has a relatively small but friendly department that oversees our services in community hospitals and throughout North Devon.

The Royal Devon and Exeter Hospital (Wonford) has a large Medical Imaging department that is accredited by the Quality Standard of Imaging (QSI). The department provides services throughout our community hospitals and settings across Mid Devon, East Devon, and Exeter. We also have a department of Nuclear Medicine.

What makes us a great place to work?

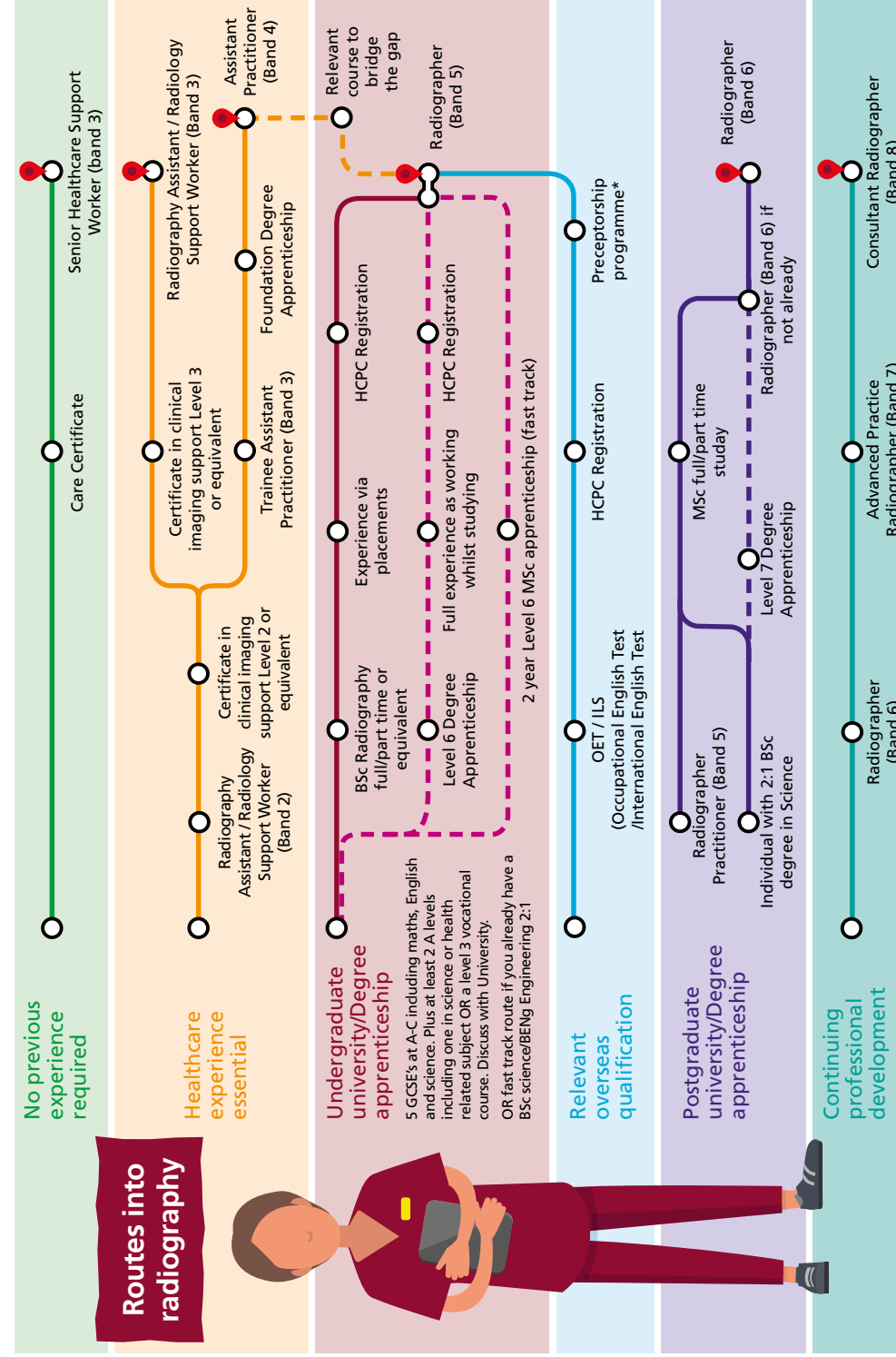
We believe in nurturing and growing our workforce. Joining us as an Allied Health Professional means you can expect excellent career progression, tailored training and development opportunities, and a bespoke package of support to help you find your feet.

We offer:

- Excellent rotation opportunities
- Full preceptorship programme
- Mentorship
- Extensive induction and clinical skills training
- Postgraduate education
- Continued Professional Development (CPD)

Explore where your future can take you

What does success look like for you? There are so many ways to achieve a fulfilling and rewarding career in Radiology.



* An essential part of any qualified Radiology career is our Preceptorship Programme. You can learn more about this on page 18

Training and development with funded qualifications

If you're looking for a career and not just a job, the Royal Devon is the perfect place for you. We'll welcome you into the fold with bespoke learning and development opportunities and a package of support, mentorship, and guidance to enhance your wellbeing and transform your skillset.

Apprenticeships

Apprenticeships are a great way to grasp new knowledge and expertise whilst getting hands-on experience. They are also fully funded via the apprenticeship levy, so they won't cost you a penny.

Once you have your Care Certificate and providing you have Maths and English GCSE's or equivalent*, we'll help you take the next step in your career. Perhaps you'll be achieving Level 2 Units, or embarking on a Level 3 apprenticeship, either way, you'll be able to gain plenty of experience as you grow and learn.

University

For those training to be a qualified Radiographer, you'll need a degree level programme approved by the Health and Care Professions Council (HCPC).

Advancing your career

We have funding available for your continued professional development, with pathways that can open up progression into advanced practitioner and Consultant Radiographer roles.

Level	Equivalent qualification example
Level 7	Masters' degree
Level 6	Bachelors' degree
Level 5	Foundation degree
Level 4	Certificate of higher education
Level 3	A-Levels
Level 2	GCSE (Grades 9 – 4 or A* – C)

* Grades 4-9 (A-C) or relevant Level 2 equivalents such as diplomas, RQF's (formally known as NVQ's and CQF's).

Pay banding explained

Known as 'Agenda for Change', NHS pay is structured around different bandings for a fair and transparent pay structure.

Levels of pay vary within each band according to experience. As your career develops, you can expect to earn more and move to the top of your pay banding before working your way up to the next one.

- Radiology Support Workers, Associates and Trainee Assistant Practitioners are usually within Bands 2 to 4
- Qualified Radiographers usually start within Band 5 or 6
- Consultant Radiographers and Advanced Practitioners can climb all the way up to Band 7 or 8

Full information on pay banding can be found here: www.healthcareers.nhs.uk/working-health/working-nhs/nhs-pay-and-benefits/agenda-change-pay-rates/agenda-change-pay-rates

Band	Earning cap
Band 2	Up to £21,318
Band 3	Up to £23,177
Band 4	Up to £26,282
Band 5	Up to £32,934
Band 6	Up to £40,588
Band 7	Up to £47,672
Band 8	Up to £91,787



Radiology Healthcare Support Workers

Also known as Radiology Support Workers (Band 2) and Radiology Department Assistants (Band 3), Healthcare Support Workers play a vital role.

You'll be using your kind and caring nature to put people at ease, helping out in the x-ray rooms by providing support to patients. You'll also help prepare patients for examinations in x-ray, ultrasound and other areas. You'll have a range of duties such as preparing equipment and helping the Nursing Team, Radiologists and Advanced Practice Radiographers with interventional procedures.

How do I get started?

You don't need experience to get started! We'll provide all training on the job and help you achieve your Care Certificate within the first year of your role.

Advancing your career

Once you have achieved your Care Certificate and providing you have Maths and English GCSE's or equivalent, we'll help you take the next steps in your career.

Achieving Band 3 status opens a route to becoming a Trainee Assistant Practitioner. You may also be interested in training to become a Nursing Associate. Both of these routes provide the relevant experience and qualifications to progress along a career path to becoming a fully-qualified Registered Nurse. Qualified Nurses can become a Midwife through a shortened midwifery degree.

At a Glance

Working Bands: 2 or 3

Previous experience required

No previous experience required

Qualifications

Working towards Care Certificate

Next steps

Senior Support Worker, Assistant Practitioner or Nursing Associate

Assistant practitioner

Assistant Practitioners work under the direction of Radiographers and registered professionals to support imaging examinations and interventional procedures. Your duties can include carrying out agreed procedures, undertaking diagnostic imaging under supervision, and assisting with other activities across our acute and community settings.

A typical day could involve assisting in fluoroscopy, taking blood samples to send to the lab for patients awaiting treatment, or supporting a patient undergoing an ultrasound-guided procedure.

How do I get started?

Trainee Assistant Practitioners come into the role after gaining experience as a Support Worker/Healthcare Assistant and in possession of a Level 3 healthcare qualification such as a diploma or an RQF (formally known NVQs' and QCFs).

You'll complete a Foundation Degree apprenticeship and be given plenty of support working under the guidance of a healthcare professional such as a nurse or therapist. Upon successful completion of the course, you will be offered an Assistant Practitioner (Band 4) role.

Advancing your career

We offer a scholarship programme that helps to fund staff who wish to 'top up' their Assistant Practitioner qualification and complete their nursing training. This is a great way to become a Registered Nurse.

You can also explore routes into becoming a Radiographer through a university degree.

At a Glance

Working Bands:

Trainee: 3

Qualified: 4

Route to role

Healthcare experience

Qualifications

Maths and English grade C or above

Level 3 healthcare qualification

Next steps

Nursing Associate, Registered nurse



Danielle Young
Radiology Healthcare
Support Worker

I came into my role after taking a course known as Project Search, a programme that helps students with learning disabilities gain employment within the Trust.

What I like most about my role is that it is interesting, I enjoy working one to one with patients, comforting them and seeing them through their care journey.

The support I get from the department and my colleagues is great. There is such variety of care, every day is different and every case is interesting.

Radiology Nurse

Radiology Nurses are specialist professionals working as a Band 5 or 6. They work across the department, handling intricate pieces of sterile equipment, assisting with critical procedures, and supporting and mentoring to other colleagues.

Your duties may include providing support for radiological procedures that need to be done in theatres under full general anaesthetic, pre-assessing patients prior to interventional appointment, or running the recovery area where patients go for observation following interventional procedures. This ranges from angioplasties and biopsies to drain and stent insertion and removal.

How do I get started?

The first step to becoming a nurse is to take a degree programme approved by the Nursing and Midwifery Council (NMC). This may be full time or part time if you are working in a relevant role.

Once you have qualified, you will need to register with the NMC and begin your Preceptorship year as a Newly Qualified Nurse. As your career progresses and you gain experience, you'll be able to train to become a specialist in Radiology.

At a Glance

Working Bands: 5

Route to role
Directly from University

Qualifications
A relevant professional degree is required, registration with NMC

Next steps
Specialist, management, advanced clinical nurse specialists, advanced clinical practitioners

Radiographer

Diagnostic and Therapeutic use ground breaking research and advanced technology to provide services for our patients. It's a career that can span all sorts of specialities, whether this involves developing your knowledge about Breast Cancer or are discovering new skills as an Ultrasonographer.

How do I get started?

The first step to becoming a Radiographer is to take a degree level programme approved by the HCPC. This may be full-time or part-time if you are working in a relevant role. Once you have qualified, you will need to register with the HCPC, then you can start a Band 5 Registered Radiographer role.

Advancing your Career

Qualifying as a Radiographer is an exciting time and there are so many things you can do to continue your professional development. This could mean moving through pay bands as you gain experience, or focusing on a specialism you are interested in such as orthopaedics, paediatrics or particular types of cancer.

We have funding available for your continued professional development, with pathways that can open up progression into advanced practitioner and Consultant Radiographer roles.

At a Glance

Working Bands:
Newly qualified: Band 5

Route to role
Directly from university
Or
Degree Apprenticeship

Qualifications
A relevant professional degree is required
Registration with HCPC

Next steps
Advanced Radiography Practitioner, Consultant Radiographer



Carmen Sykes
Interventional
Radiology Nurse

I first joined the Interventional Radiology team in 2009 after commuting to Exeter for 4 years, working in the cardiac cath lab. It seemed like the most natural transition going from cardio angios to other procedures such as peripheral angios.

What I enjoy most about my role is the variety of work. There are so many different areas of expertise, such as endoscopy, ERCP's, vascular, orthopaedics and more. For example within oncology you could be supporting with biopsies and drains, or helping with nephrostomy procedures in urology.

The friendliness is what I like most about working at the Royal Devon. It's great to be able to go that extra mile for our patients.

Radiology has such diversity! As an IR Nurse, I get to try so many roles, ranging from scrubbing up in angio to providing care in recovery. I cannulate, take bloods, run IV's, and all sorts of other tasks.



Preceptorship programme

Whether you are newly qualified, joining us from outside the UK, or returning to practice, your first few days can feel quite challenging. Our Preceptorship Programme will help you find your feet and develop your knowledge and skills so you feel as confident and competent as possible.

What's it all about?

The structured programme consists of a series of study days, after which you will apply theory to practice and hone the skills you have learned as you gain experience within your clinical area. This makes sure that you have support during your first few months in the department. Alongside this, you'll have allocated time with a qualified professional for further support

This combination of hands-on experiential learning in the workplace and theoretical group learning is important as it will equip you with everything you need for a smooth transition to your role. Facilitated learning means you will have support and guidance at every step of your career, giving you the confidence to deliver your best and achieve a fulfilling career.

The added bonus of the programme is our buddy scheme. Your buddy will be someone outside of your team, who you can lean on for personal and professional advice, whether this involves advice when finding accommodation, or figuring out how to book annual leave.

“

I feel that my confidence has developed over the last year and feel more comfortable in my role.

”

National award nomination for our Buddy System!

Returning to practice

We are here to help you return to your career with confidence. It's not a problem if you're no longer registered, returning to practice is really straightforward. The length of your return to practice placement hours depends on your length of time away from clinical practice.

- If you have been out of practice for less than 2 years, there is no need to do any additional study or work experience. You can apply for relevant jobs straight away.
- Out of practice 2-5 years requires 30 days (210 hours) of updating skills.
- Out of practice 5+ years requires 60 days (420 hours) of updating skills.

How do I get started?

There is no formal training programme linked to HCPC registration. Instead, you will be supported with a programme of learning that consists of on-the-job practice, and private study. You will have a practice supervisor who will work with you to sign off your clinical skills booklet and supervised hours.

Once your skills booklet is completed and you are registered with the HCPC, you will be offered a permanent position at the Royal Devon on an agreement that you work with us for a minimum of two years.

We'll equip you with a bespoke package of support to help you find your feet, this includes our Preceptorship Programme, Mentorship, and our Nationally recognised Buddy Scheme.

At a Glance

Working Bands:
Various – depends on role

Route to role
Out of practice
2 years or under: apply straightaway

2-5 years: 30 days (210 hours) updating skills

5+ years: 60 days (420 hours) updating skills

Qualifications
Dependent on role

Overseas

If you're interested in bringing your skills to England, you've come to the right place. When you work with us, you'll join our passionate team and enjoy job security, a competitive salary and flexible hours. You won't have to pay any recruitment fees upfront and we'll provide an in-depth induction process to help you feel settled.

We'll also support you until you feel at home, providing you with a welcome pack and all the information you might need. Our overseas staff complete a Preceptorship Programme during the first year to help you adjust to your new role, equipping you with everything you need for a successful career.

How do I get started?

Anyone wanting to work in the UK as a Radiographer must register with the HCPC by completing an application.

HCPC international applications
www.hcpc-uk.org/registration/getting-on-the-register/international-applications



At a Glance

Working Bands:

Once registered: 5

Route to role

Registered with the HCPC

Preceptorship Programme

Qualifications

HCPC recognised qualification

If applicable:

International English Language Testing System (IELTS) Level 7 (outside EEA only)

Or

Completion of the Occupational English Test (OET)



Misha Mariam Joseph
Overseas Radiographer

I had been working in India, in one of the best private medical colleges in Kerala, for about three years. I also had Radiology experience before starting my profession.

I chose to be a radiographer because I liked patient care, and I enjoyed being technologically active in the medical field. My major decision for choosing this role was my mother, who had carcinoma of the lung. I had an interest in helping other patients with the same pain. I feel satisfied seeing the impact I can make within my role.

In Radiology, I enjoy communicating with patients and providing care. Seeing their progress when they come back for follow-up care is rewarding, and I like keeping up to date with new technologies. I enjoy sharing knowledge with my peers.

I enjoy being in the UK, especially working at the Royal Devon. It's an awesome experience, and I feel supported and cared for at all times. My colleagues and seniors are so helpful, and I never feel left out. This is something that is feels very important having relocated.

Radiology is a great option to choose!



Advanced Practice Radiographers and Consultant Radiographers

Advanced Practice Radiographers and Consultant Radiographers have specialist skills and increased responsibility. They are responsible for delivering expert clinical practice, professional leadership, education, training, research and evaluation.

How do I get started?

You'll need to complete a Master's Degree Level 7 qualification in your chosen subject. You'll receive lots of guidance and support whilst you do so.

There is now a level seven (master's level) apprenticeship in advanced clinical practice available, which can be funded through the apprenticeship levy. You can learn more about this on the Health Education England website.

At a Glance

Working Bands:
Band 7 or 8

Route to role
Completion of a Master's Level 7 qualification

Qualifications
Registered and fully-qualified Radiographer

Next steps
Further opportunities and skills as part of professional development



Tseleng Nyathi
MRI Superintendent and Reporting Radiographer

I had 10 years of experience in MRI imaging and developed an interest in reporting before I went on a course at the University of Canterbury Christ Church. I successfully passed all elements of the MRI general investigation programme (post graduate certificate in clinical reporting) and the PGC was awarded in April 2015.

What I like most about my role is interpreting images and documenting the findings to help clinicians treat our patients. The support I get from my consultant radiologists helps me grow as a Reporting Radiographer, and in turn I help develop others (students, MRI Radiographers) to grow into their respective roles. I help by providing mentorship, peer coaching and teaching on a one-to-one basis.

Benefits

Radiographers make a huge difference to the lives of patients every day and a role in nursing will deliver a sense of purpose, fulfillment, as well as some fantastic benefits, including:

- A respectable salary
- Generous annual leave entitlement
- Incremental pay progression
- Experience across multiple diagnostic and therapy disciplines
- Bespoke training and development opportunities
- Opportunities for advancement
- Flexible working
- Salary sacrifice scheme
- Range of Family Leave entitlements
- Childcare support
- Wellbeing and occupational health support, including a staff physiotherapist
- Exclusive health service discounts for NHS staff
- A dynamic and ever-changing working environment
- The opportunity to be a part of a warm and supportive team
- Potential to be involved in ground-breaking research programmes



Working and living in North Devon



Boasting a stunning coastline, magnificent national parks and charming market towns, Devon offers a quality of life few other English counties can match. Add in excellent transport links, picture-postcard villages and outstanding countryside and you can see why our location has such appeal!

Barnstaple

Barnstaple is the largest town in North Devon. Once a major trading port, it's a friendly town with many fine old buildings and a traditional covered Pannier Market. Barnstaple is a good base for exploring North Devon's brilliant beaches and the 180-mile Tarka Trail. The train ride to Exeter on the scenic Tarka Line is pretty too.

Exeter

Exeter is a small city with a lot to offer, consistently rated among the best places to live in the UK. The city is the county's administrative capital and, most would say, its cultural capital too. A thriving, forward-looking city, Exeter is home to the world-leading Met Office, boasts Sandy Park Stadium, home to the Exeter Chiefs, one of the country's top rugby clubs and winner of the European Champions Cup in 2020.

Exploring other towns and villages

Devon is one of the largest English counties so the Royal Devon covers a wide area, excluding the unitary authorities of Plymouth and Torbay. You may find yourself living and working close to our acute hospitals in Exeter and Barnstaple, or in one of our community hospitals or teams across North, West, East and Mid Devon.

This includes:

- Axminster
- Bideford
- Braunton
- Crediton
- Exmouth
- Holsworthy
- Honiton
- Ilfracombe
- Lynton
- Okehampton
- Sidmouth
- South Molton
- Tiverton
- Torrington

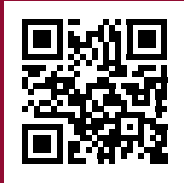
What to do next

Our friendly recruitment team are on hand to provide advice and guidance about applying for Radiographer or Radiology Support Worker roles and would love to hear from you.

Email: rduh.recruitment@nhs.net

You can find out more about working at the Royal Devon, including a list of our latest vacancies, by visiting our website.

<https://royaldevon.nhs.uk/careers>



If you don't see the job for you then please get in touch, we may just be able to put you on the right path for your career journey.