

Transferable Role Template

Career Framework Level 8

Medical Illustration Service Manager

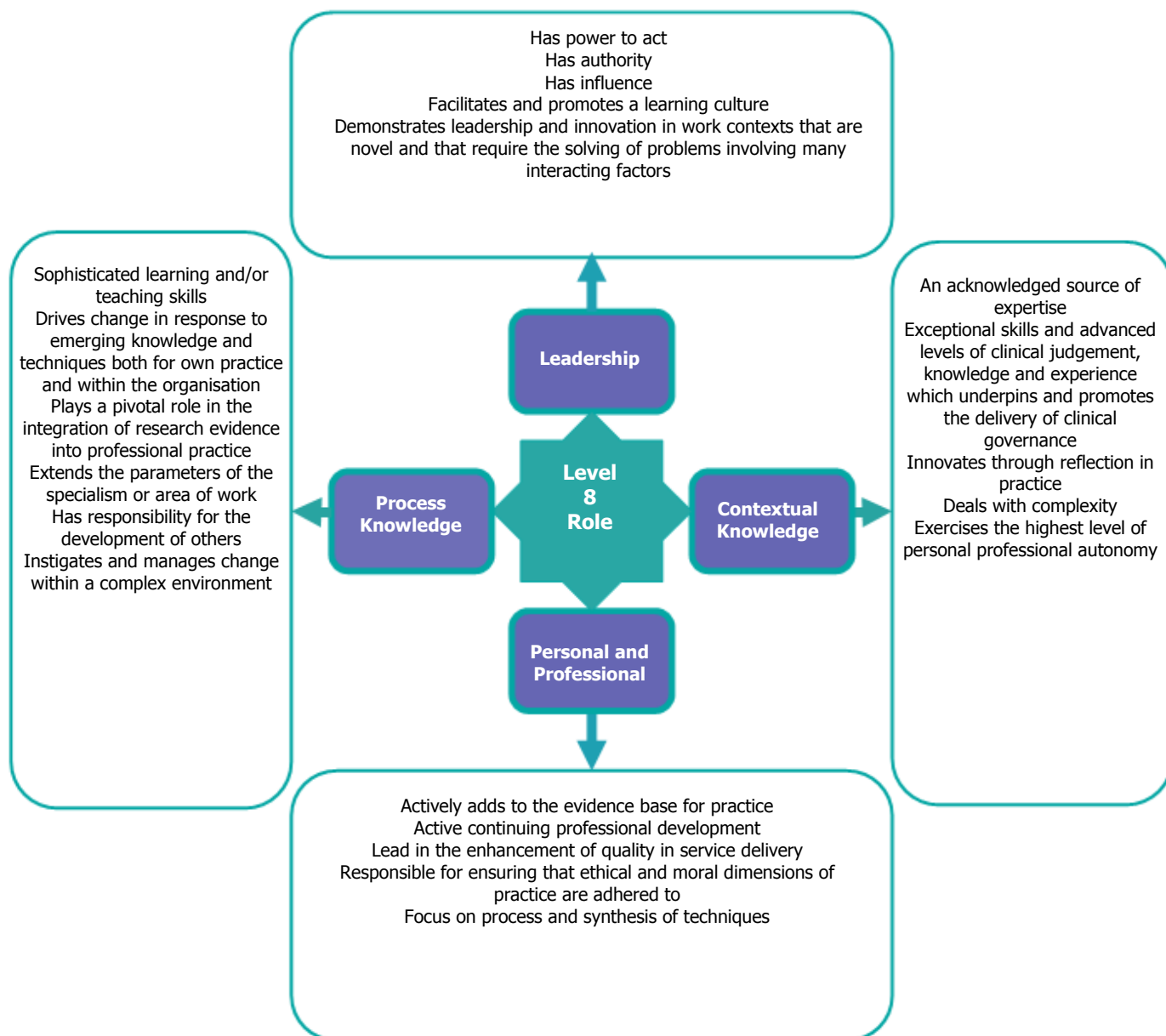
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Developers

SKILLS FOR HEALTH CAREER FRAMEWORK PROJECT

Level Descriptors

Key characteristics of a Level 8 Role



Definition of the Level 8 Role

People at level 8 of the career framework have highly specialised knowledge, some of which is at the forefront of knowledge in a field of work, which they use as a basis for original thinking and/or research. They are leaders with considerable responsibility, and the ability to research and analyse complex processes. They have responsibility for service improvement or development. They may have considerable management responsibilities and be accountable for service delivery or have a leading education or commissioning role.

Example of Role at Level 8

Non-Medical Consultant Practitioner:

The non-medical consultant practitioner is an expert practitioner with a high level of responsibility for the development and delivery of services. They are clinical experts who lead practice and spend a significant amount of time in direct patient care. There is a strong element of research within the role. They will carry out research, as well as ensuring that current research findings are used by staff to inform their practice. They may have overall responsibility for the coordination of R&D programmes. The non-medical consultant practitioner will lead by example in developing highly innovative solutions to problems based on original research and inquiry. They will apply a highly developed theoretical and practical knowledge over a wide range of clinical, scientific, technical and/or management functions.

The role is intended to operate across four key areas or functions:

- Expert practice

A key aspect focussed on specialist expert clinical work.

Normally this will be up to 50% of the consultant practitioners' time.

- Professional leadership and consultancy

They are seen within the workplace and external to the workplace as leaders and a source of expert knowledge and skill

- Education training and development

They are a resource for the service, or wider area and will regularly engage in sharing their skills and knowledge with colleagues and a wider audience.

They may have a formal link with higher education institutions through lecturing, research or other partnership activities.

- Practice and service development research and evaluation

Research and development are an integral component of the role.

Research whether original work or the work of others is used to improve quality, as a basis for innovation and service development and improvement.

All consultant practitioners are at level 8 on the Career Framework for Health.

Not all level 8 roles are consultant practitioners.

The characteristics of the level 8 practitioner have been developed by Skills for Health through working with employers and practitioners. They are intended to be broad descriptors which can be interpreted or contextualised at a local level.

Basic Information:

Named Role	Medical Illustration Service Manager
Area of work	Hospital NHS Or Independent
Role Family	Healthcare Science
Experience required	N/A
Career Framework Level	8

Summary of Role

Lead on the management of Medical Illustration services. Responsible for staff, finances, policy, quality control and service delivery of all Medical Illustration services.

Scope of the Role

Responsible for the management of the medical illustration service to ensure continuation of the service at all times to the highest possible standard and to adhere to the Institute of Medical Illustrators Professional Code of Conduct and Trust policies.

The role will:

Manage the financial budget of the department

Resolve disputes with staff, customers and contractors

Deal with issues concerning consent for photography, image security, confidentiality, copyright and storage of sensitive clinical images to the Trust board

Advise on copyright and consent issues in relation to photography

Purchase and generate income ensuring agreed budget targets are achieved

Audit equipment and stock control systems ensuring smooth running of all systems

Supply departmental financial and statistical information as required for audit

Produce business cases and strategy for future service developments, sourcing new customers and services, and negotiating associated contracts

Project manage all developmental work within the service e.g. sourcing new projects, calculating costs, agreeing service provision and setting quality standards

Manage the new ophthalmic photographic service and diabetic screening service, bulk screening/digital imaging service

Establish departmental guidelines, policies, procedures and quality assurance systems ensuring the department adheres to all relevant policies adopted by the Trust

Write and update the Trusts official policy on consent, security and confidentiality of clinical images

Maintain the cutting edge service provisions by researching and implementing technological advancements and services of benefit to the Trust

Participating in official working groups in national research projects concerning clinical photography standards and protocols

Undertake clinical photography for patients notes, treatment planning, diagnosis, teaching, clinical trials and audit.

Use highly specialised technical skills to undertake:

Clinical photography

Intra oral photography.

Ultra-violet fluorescence

Infrared photography

Ensure the efficient provision and supervision of professional photographic services in all of the clinical disciplines,

Prepare legal reports and attend court as an expert witness as required.

Manage and administer a networked clinical image database, providing electronic picture files to clinicians and trust staff for clinical records, training, publication and research.

Act as champion/custodian to ensure that consent procedures are adhered to and that photographic images are stored and distributed with appropriate security and confidentiality in line with Caldicott principles and data protection.

Produce policy

Prepare posters

Develop web communication systems within the Trust including management of the Trusts external web site and the development of an internal web-based, knowledge management and information sharing system

Health and safety, risk assessments and incident reporting for the department.

Undertake personnel management and leadership of medical illustration staff including

Develop procedures for the photography of patients in the studio, on wards and in theatres.

Work with professional bodies and educational establishments to advise and devise the appropriate educational courses for existing employees and new entrants to the profession and that they comply with the HPC educational requirements for registration.

Produce learning and development programmes for departmental staff induction, training modules for degree level students including mentoring on a weekly basis.

Act as specialist lead, when required to educate others on aspects of photography and related consent issues e.g. consultants, junior doctors and other medical staff.

Level 8 Core Competences / National Occupational Standards:

Underpinning Principle	Reference Function		Competence
1. COMMUNICATION	1.2	Communicate effectively	GEN97 Communicate effectively in a healthcare environment http://tools.skillsforhealth.org.uk/competence/show/html/id/3001
2. PERSONAL & PEOPLE DEVELOPMENT	2.1.1	Develop your own practice	GEN13 Synthesise new knowledge into the development of your own practice http://tools.skillsforhealth.org.uk/competence/show/html/id/376
			CFAM&LAA3 Develop and maintain your professional networks http://tools.skillsforhealth.org.uk/competence/show/html/id/3770
	2.1.2	Reflect on your own practice	GEN23 Monitor your own work practices http://tools.skillsforhealth.org.uk/competence/show/html/id/2051
			SCDHSC0033 Develop your practice through reflection and learning http://tools.skillsforhealth.org.uk/competence/show/html/id/3415
	2.2.1	Support the development of the knowledge and practice of individuals	SCDHSC0043 Take responsibility for the continuing professional development of yourself and others http://tools.skillsforhealth.org.uk/competence/show/html/id/3481
3. HEALTH SAFETY & SECURITY	3.5.1	Ensure your own actions reduce risks to health and safety	IPC2.2012 Perform hand hygiene to prevent the spread of infection http://tools.skillsforhealth.org.uk/competence/show/html/id/3309
			PROHSS1 Make sure your own actions reduce risks to health and safety http://tools.skillsforhealth.org.uk/competence/show/html/id/3327
			PMWRV1 Make sure your actions contribute to a positive and safe working culture http://tools.skillsforhealth.org.uk/competence/show/html/id/4027
	3.5.2	Protect individuals from abuse	SCDHSC0024 Support the safeguarding of individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3518
4. SERVICE IMPROVEMENT	4.6	Promote service improvement	CFAM&LCA1 Identify and evaluate opportunities for innovation and improvement http://tools.skillsforhealth.org.uk/competence/show/html/id/3783
5. QUALITY	5.1.1	Act within the limits of your competence and authority	GEN63 Act within the limits of your competence and authority http://tools.skillsforhealth.org.uk/competence/show/html/id/85
	5.1.2	Manage and organise your own time and activities	HT4 Manage and organise your own time and activities http://tools.skillsforhealth.org.uk/competence/show/html/id/2501

6. EQUALITY & DIVERSITY	6.1	Ensure your own actions support equality of opportunity and diversity	SCDHSC0234 Uphold the rights of individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3506
	6.2	Promote equality of opportunity and diversity	SCDHSC3111 Promote the rights and diversity of individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3540
B. HEALTH INTERVENTION	B2.1	Obtain information from individuals about their health status and needs	CHS169 Comply with legal requirements for maintaining confidentiality in healthcare http://tools.skillsforhealth.org.uk/competence/show/html/id/2820
D. INFORMATION MANAGEMENT / INFORMATION AND COMMUNICATION TECHNOLOGY	D2.4	Maintain information / record systems	CFA_BAD332 Store and retrieve information using a filing system http://tools.skillsforhealth.org.uk/competence/show/html/id/4104
H. MANAGEMENT & ADMINISTRATION	H1.2.4	Implement change	CFAM&LCA4 Implement change http://tools.skillsforhealth.org.uk/competence/show/html/id/3786
	H1.3.1	Contribute to the effectiveness of teams	SCDHSC0241 Contribute to the effectiveness of teams http://tools.skillsforhealth.org.uk/competence/show/html/id/3509
	H1.3.2	Develop relationships with individuals	CFAM&LDD1 Develop and sustain productive working relationships with colleagues http://tools.skillsforhealth.org.uk/competence/show/html/id/3787
	H2.6	Receive and pass on messages and information	ESKITU020 Use digital communications http://tools.skillsforhealth.org.uk/competence/show/html/id/4150

Role Specific Competences / National Occupational Standards:

Underpinning Principle	Reference Function	Competence
2. PERSONAL & PEOPLE DEVELOPMENT	2.1.1	Develop your own practice
		GEN31 Initiate, and participate in, networks and discussion groups http://tools.skillsforhealth.org.uk/competence/show/html/id/2290
3. HEALTH SAFETY & SECURITY	3.1	Ensure an organisational approach to health and safety
		CFAM&LEB1 Provide healthy, safe, secure and productive working environments and practices http://tools.skillsforhealth.org.uk/competence/show/html/id/3798
	3.5.1	Ensure your own actions reduce risks to health and safety
		GEN1 Ensure personal fitness for work http://tools.skillsforhealth.org.uk/competence/show/html/id/372
		GEN96 Maintain health, safety and security practices within a health setting http://tools.skillsforhealth.org.uk/competence/show/html/id/2859

			IPC3.2012 Clean, disinfect and remove spillages of blood and other body fluids to minimise the risk of infection http://tools.skillsforhealth.org.uk/competence/show/html/id/3362
			IPC4.2012 Minimise the risk of spreading infection by cleaning, disinfection and storing care equipment http://tools.skillsforhealth.org.uk/competence/show/html/id/3363
			IPC6.2012 Use personal protective equipment to prevent the spread of infection http://tools.skillsforhealth.org.uk/competence/show/html/id/3365
			IPC7.2012 Safely dispose of healthcare waste, including sharps, to prevent the spread of infection http://tools.skillsforhealth.org.uk/competence/show/html/id/3366
	3.6	Promote safe and effective working	SCDHSC0032 Promote health, safety and security in the work setting http://tools.skillsforhealth.org.uk/competence/show/html/id/3414
5. QUALITY	5.2.4	Establish quality policy and quality assurance systems for the delivery of a service or function	GEN67 Establish quality policy and quality assurance systems for the delivery of a service or function http://tools.skillsforhealth.org.uk/competence/show/html/id/2311
	5.3.1	Comply with an audit/inspection of data and information	HI10.2010 Comply with an external audit of data and information in a health context http://tools.skillsforhealth.org.uk/competence/show/html/id/2983
B. HEALTH INTERVENTION	B1.1	Obtain valid consent for interventions or investigations	CHS167 Obtain valid consent or authorisation http://tools.skillsforhealth.org.uk/competence/show/html/id/2818
	B3.2.1	Develop clinical protocols for the delivery of healthcare services	CHS128 Develop evidence-based clinical guidelines http://tools.skillsforhealth.org.uk/competence/show/html/id/3003
	B3.2.2	Develop procedures for delivery of healthcare services	CHS171 Develop procedures for delivery of services http://tools.skillsforhealth.org.uk/competence/show/html/id/230
	B3.3.1	Prepare and dress for specified health care roles	GEN2 Prepare and dress for work in healthcare settings http://tools.skillsforhealth.org.uk/competence/show/html/id/383
	B9.1	Obtain images and impressions of organs and tissues	CHS218 Obtain images to assist healthcare interventions http://tools.skillsforhealth.org.uk/competence/show/html/id/2843

	B9.2	Check suitability of acquired images for diagnostic purposes	CHS111 Assess suitability of acquired images for diagnostic purposes http://tools.skillsforhealth.org.uk/competence/show/html/id/2201
D. INFORMATION MANAGEMENT / INFORMATION AND COMMUNICATION TECHNOLOGY	D1.1	Create information systems	CFABAD112 Design and develop an information system http://tools.skillsforhealth.org.uk/competence/show/html/id/3740
F. EDUCATION LEARNING & RESEARCH	F6.3	Act on research and development findings	R&D14 Translate research and development findings into practice http://tools.skillsforhealth.org.uk/competence/show/html/id/2459
	F6.3	(Contd..) Act on research and development findings	R&D15 Evaluate and report on the application of research and development findings within practice http://tools.skillsforhealth.org.uk/competence/show/html/id/2460
G. MEDICAL DEVICES PRODUCTS & EQUIPMENT	G1.2	Design equipment, medical devices and products	CHS204 Design solutions to meet technical, scientific and/or engineering requirements for healthcare http://tools.skillsforhealth.org.uk/competence/show/html/id/2828
H. MANAGEMENT & ADMINISTRATION	H1.1.5	Provide leadership	CFAM&LBB4 Ensure compliance with legal, regulatory, ethical and social requirements http://tools.skillsforhealth.org.uk/competence/show/html/id/3779
	H1.4	Manage resources	GEN66 Control the use of physical resources http://tools.skillsforhealth.org.uk/competence/show/html/id/2310

Facets of Role (National Occupational Standards):

Underpinning Principle	Reference Function		Competence
		None Assigned	

Locality Specific Competences / National Occupational Standards:

Underpinning Principle	Reference Function		Competence
		None Assigned	

Indicative Learning and Development

Transferable role	Medical Illustration Service Manager
Formal endorsed learning	
Informal learning	
Summary of learning and development including aims and objectives	
Duration	
National Occupational Standards used	
Credits (including framework used)	
Accreditation	
APEL and progression	
Programme structure	
Continuous Professional Development	NOT SPECIFIED
Resources required, e.g. placement learning, preceptors, accredited assessors etc	
Quality Assurance	
Policies included in learning programme documentation	
Funding	
Leading to registration or membership with:	

References & Further Information:

N/A