Radiology Services ~ Recruitment ~

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Introduction

Hywel Dda University Health Board’s radiology service comprises four main hospital sites: Bronglais Hospital in Aberystwyth, Glangwili Hospital in Carmarthen, Prince Philip Hospital in Llanelli and Withybush Hospital in Haverfordwest. In addition to these four main sites, we also have satellite radiology services in Cardigan, Llandovery, south Pembrokeshire and Tenby.

We provide a full range of services to our population and we are also an active partner of the ARCH (‘A Regional Collaboration for Health’) project. The project is a partnership between Hywel Dda University Health Board, Abertawe Bro Morgannwg Health Board and Swansea University, to provide an innovative approach to developing long term plans for regional transformation in improving the health, wealth and wellbeing of south west Wales.

All sites benefit from being located in or within easy access to attractive coastal areas such as the Gower Peninsular and Cardigan Bay. There are also areas in which to explore local wildlife such as Skomer Island off the Pembrokeshire Coast, Caldey Island near Tenby and the Brecon Beacons National Park. This enables a leisure environment which is ideally suited to those with an interest in walking, sailing, paddle-boarding or other water sports.

Summary of our Radiology Services

We provide full trauma services at Glangwili Hospital, Withybush Hospital and Bronglais Hospital, with a minor injuries unit at Prince Philip Hospital. We have a specialist breast care centre at Prince Philip Hospital.

Our radiology service provides all imaging specialities across Hywel Dda, including CT, MRI, ultrasound, nuclear medicine, diagnostic cardiac angiography, mammography, fluoroscopy, general radiography, theatre radiography and mobile radiography. We also support a large ultrasound service, where CPD activities and training of sonographers occurs on a regular basis.

Our imaging systems include computed radiography (CR) technology and digital radiography (DR) mobiles.

We are proactive in staff development with many of our staff undertaking role development with radiographers reporting in all specialities. Protected continuous professional development (CPD) time is also allocated to staff on a regular basis.

There are link grade opportunities in the department and progression is based upon completion of predetermined criteria; this enables qualifying radiographers to progress from band 5 to band 6 after 18 months of employment.
Radiology Services at Bronglais Hospital

What we do

Bronglais Hospital covers a population spread over one third of Wales and consists of the following services:

- General medicine
- General surgery
- Care of the elderly
- Emergency services
- Critical care
- Family and child health
- Cancer services
- Clinical support services

In 2013 a new A&E (front of house) facility was opened providing state-of-the-art emergency facilities for the population of Ceredigion.

Our Radiology Department is divided into several sections located in different parts of the hospital and includes plain films, mobile work, fluoroscopy, dexas, CT, ultrasound, mammography and MRI services.

We were the first Radiology Department in Wales to implement a picture archiving and communication system (PACS) and we have been filmless since 2004.

What we want to do in the future

We actively encourage and support our staff to develop their skills and expertise to ensure their own development and that of the service. We currently support a voluntary commenting system with radiographers undergoing regular in-house training delivered via reporting radiographers. This is providing popular with radiographers and is instrumental in developing and advancing image appreciation skills of our staff. We plan to continue with this scheme in the future and demonstrate the benefits to other radiology departments.

We currently have a number of reporting radiographers in many modalities, however, we are constantly looking to develop our portfolio further.

Bronglais Hospital is strategically located and provides a service for a significant area of mid Wales. With the development of IT services, we are able to offer an improved radiological service. It is not inconceivable that, in the future, patients of Powys and Gwynedd have greater and wider access to both imaging and results.
Why you should work for us

We currently have in the region of 25 radiographers employed in all imaging areas with five imaging assistants, three radiologists and assistant practitioners.

Radiographers are graded at Band 5, seniors at Band 6 with superintendents at Bands 7 and 8a.

We employ reporting radiographers in sonography, axial and appendicular skeleton, CTC, CT heads and MRI scans.

The ‘link’ grade is in operation and progression is based upon completion of predetermined criteria; we were the first hospital in Wales to link this progression using annex T.

We are committed to staff training and development and encourage all aspects of continuous professional development (CPD) and role extension including:

- IV cannulation
- Radiographer commenting (Bronglais Hospital was the pilot site for Wales in 2011)
- Ultrasonography and reporting
- Radiographer reporting
- Multi-disciplinary team participation
- Student radiographer placement from the School of Radiography, Bangor University, North Wales

In addition, we are committed to helping staff fulfil their CPD requirements through:

- Radiology training and development group
- Society of Radiographers learning representative
- Research
- Audit
- In-house tutorials by radiographers for radiographers

The area

Aberystwyth is the principal holiday resort and administrative centre of the west coast of Wales. It is also home to the University of Wales Aberystwyth and the National Library.

The town is nestled between three hills and two beaches, and hosts some castle ruins, a pier and a harbour. The surrounding hills hold the visible remains of a iron age fort
and also a monument to Wellington and once climbed offer stunning views of Cardigan Bay.

Aberystwyth is a university town with some 7,000 students, making it a vibrant town throughout the year and not just during summertime. Incidentally, there are now ‘only’ fifty pubs left in Aberystwyth!

The seafront hosts Victorian and Edwardian buildings mostly four to five stories high. The wide promenade protects the buildings from the revenges of the Irish Sea and offers space to sit, soak up the sun and view the surrounding hills and mountains which in winter are often covered in snow. On a clear day you may see Snowdon, the tallest mountain in Wales.

The harbour was once one of the busiest in Wales and is fed by the rivers Ystwyth and Rheidol (which incidentally, is the steepest river in Britain). Geographically, Aberystwyth may be considered isolated from the rest of Wales. However, this isolation made it necessary for the local people to look after themselves and over the years it has acquired more resources than a town of this size would normally have. It is now the centre of local rural life and is visited by many to sample the numerous cafés, bars, and restaurants including, Chinese, Indian, Italian and Mediterranean cuisine.

The local weather is dominated by the sea and the Gulf Stream which warms the whole region and makes for pleasurable visiting.

**Staff testimonials**

“Friendly, safe place to live. Wonderful place to bring up children. Seeing the sea every day is special. Sunsets that cannot be beaten.”  
**Nicola Kelly**, Band 8 Lead Sonographer  
Bronglais Hospital, Hywel Dda University Health Board

“I am responsible for operational management of all aspects of radiology services based in both Bronglais and Cardigan hospitals. I also have input into the strategic direction of radiology on a health board wide basis. I am also a practising radiographer providing all aspects of both general and CT radiography both in and out of hours. I also have some working knowledge of MRI.  
I am a member of HM Coastguard. Based in Borth, I am part of a 12 person team who offer search and rescue services for people (and animals) in distress from Machynlleth to Clarach and support teams in Aberdovey and Aberystwyth.  
I came to Bronglais Hospital because it is one of the smallest DGHs in the UK, yet still provides all the essential radiographic services. My previous management experience was in a large teaching hospital which made change difficult to achieve.  
Bronglais, although small, punches well above its weight.”  
**Mark Sherratt**, Lead Radiographer  
Bronglais Hospital, Hywel Dda University Health Board
Radiology Services at Glangwili Hospital

What we do

Glangwili Hospital is a very friendly, busy acute district general hospital situated in Carmarthen. It is one of four district general hospitals within Hywel Dda University Health Board. The hospital provides secondary healthcare to a population spread across a large geographical area.

The hospital provides services for:
- General medicine
- General surgery
- Paediatrics including a newly built Special Care Baby Unit (SCBU)
- Emergency services with an up-to-date A&E department
- Newly built Critical Care Unit
- Urology services
- Oncology services
- Trauma and orthopaedics
- ENT
- Geriatric
- Psychiatric services

Our Radiology Department in Carmarthen currently comprises around 50 staff who support imaging in general radiography, A&E radiography, theatre radiography, mobile radiography, fluoroscopic procedures, ultrasound, CT, MRI and dental imaging. There is provision for five substantive consultant radiologists.

Theatre radiography is a crucial part of the radiology service at Glangwili Hospital and we currently have four image intensifiers in order to support a wide variety of theatre procedures, including trauma, urology, cardiac pacings, ERCPs (Endoscopic Retrograde Cholangio Pancreatography) and pain lists. This enables us to be responsive to the acute nature of the service.

We operate a Fuji computed radiography (CR) system and a picture archiving and communication system (PACS) which is integrated with our sister hospitals in Aberystwyth, Haverfordwest and Llanelli. We also have a voice recognition system linked into the RadIS radiology information system (RIS) to aid reporting. We utilise DR (digital radiography technology) with our mobile machines to provide immediate images to assist with swift diagnosis and treatment.

What we want to do in the future

In the future, we are committed to continuing to actively support the development of our staff. We are a placement centre for student radiographers from Cardiff University and have an active postgraduate department/library based in the hospital. We will
continue to build upon this to ensure that training and education are central to the function of the University Health Board (UHB), forming a core element of our clinical governance strategy.

Due to the increasing demand of acute services provision at Glangwili Hospital, it is anticipated that we will in the future be running two CT scanners. In addition, to this we will also be improving our fluoroscopy services with a new dedicated unit.

With the increase in demand for cardiology services in Carmarthenshire, Ceredigion and Pembrokeshire, it is envisaged that a new purpose-built cardiology suite, with a cardiac catheterisation laboratory and dedicated pacing theatre will be provided for our patients across the Hywel Dda UHB area. This will enable the development of staff with an interest in cardiology.

The expansion of paediatric services at Glangwili Hospital has led to the support and development of a dedicated paediatric radiography team who are responsible for the most up-to-date, evidence based provision of paediatric radiography.

Due to the ever-changing nature of provision of an acute radiology service, we are constantly looking for ways in which to improve our service.

**Why you should work for us**

Our Radiology Department in Glangwili Hospital has always been at the forefront of radiographer role development. Sonographers have been reporting for many years.

We were one of the first departments in Wales to undertake radiographer performed enemas. This has now developed further into a radiographer-led CT colonoscopy service. We are also part of the bowel screening Wales initiative.

In addition, four radiographers undertake HSG (hysterosalpingogram) examinations and two report on these procedures.

We also have two skeletal reporting radiographers and one MRI (magnetic resonance imaging) reporting radiographer.

Current imaging guidelines are adopted to ensure a modern, focused and patient-centred service. A recent external IR(ME)R (Ionising Radiation (Medical Exposure) Regulations) inspection gave positive feedback on both staff and management.

Our radiology service currently offers comprehensive out-of-hours imaging, covering general radiography, CT scanning and more recently MRI. This enables staff to have a greater flexibility around their work patterns.
We continue to provide the environment where our staff can develop their potential. This is supported via staff appraisal and provision of protected time for continuous professional development (CPD). This is also supported by Hywel Dda UHB’s provision of ‘link’ grading where staff who have been in position for 18 months or more, who can demonstrate that they have achieved the desired competencies, are able to progress to Band 6.

The area

Glangwili Hospital is situated just outside Carmarthen town where the beautiful Towy river runs into the sea at Ferryside and Llansteffan. Carmarthenshire is an area of outstanding natural beauty and will suit anyone interested in an outdoor life being so close to both the coastline and the mountains.

The modern town of Carmarthen offers good places to dine, a plethora of shops, a cinema and adequate indoor and outdoor sporting facilities. The town is also the home to St David’s/Trinity University. The city of Swansea with all its modern attributes is just 40 minutes drive or 40 minutes by rail. There are good rail connections travelling both east and west of Carmarthen. Local schools cater for primary and secondary education through the medium of both Welsh and English.

Staff testimonials

“I am a Senior Diagnostic Radiographer based in general x-ray including cover for theatre, portables, fluoroscopy and out of hours rota. I have a keen interest in plain film reporting with ambition to become reporting radiographer I am a keen runner who enjoys running various distances across different terrain. I am currently training to run my first marathon. I also enjoy spectating and playing football.

I have thoroughly enjoyed my first year of work at Glangwili, the team morale is very high and there is an abundance of training opportunities available. I feel a valued member of the team which is led by a competent, proactive and compassionate management team. I would highly recommend working in Glangwili or Hywel Dda University Health Board, in addition to the very desirable working environment, the surrounding geographical area is very attractive with many areas of outstanding beauty close by. In addition it is very safe area to live with cheap housing and close communities.”

Chris Francis, Senior Radiographer
Glangwili Hospital, Hywel Dda University Health Board
“Quality of life is amazing, gorgeous countryside and beaches. Work/life balance is good and travel to work is hassle free. Hospitals within Hywel Dda University Health Board are very friendly. The CT staff are a great team who work hard and support each other on every level. They are not only work colleagues but good friends too. This is why everyone works so well together. Staff are given the opportunity to express an interest in MRI and receive training in that area. Any new equipment or procedures that are introduced in CT, staff have appropriate training.”

Helen Mason, Superintendent Radiographer CT
Glangwili Hospital, Hywel Dda University Health Board

“Rural environment benefiting small children and makes house-building affordable. Variety of outdoor opportunities available, coast and forests within commuting distance. Friendly colleagues in the department, with up-to-date equipment.”

Jurgen Brand, Consultant Radiologist
Glangwili Hospital, Hywel Dda University Health Board

“I started working in Glangwili Hospital 12 years ago as a newly qualified member of staff. Since then I have taken part in the general department’s on-call, as well as the CT on call rotas which has allowed me to develop my skills as you work single-handedly. There is a good support network for training in CT with experienced staff always on hand to offer advice and assistance. Working in an acute hospital provides ample opportunity to gain experience and confidence in CT. The area where I live offers stunning beaches, beautiful landscapes and provides an outdoor way of life, something living in the city would never match. Having a good work/life balance is very important.”

Jessica Watt, Radiographer Specialist
Glangwili Hospital, Hywel Dda University Health Board
Radiology Services at Prince Philip Hospital

What we do

We are a small, friendly Radiology Department based at Prince Philip Hospital in Llanelli. We currently have 50 staff working here and everyone's contribution is valued.

Our four radiologists are supported with an external out-of-hours service and a well established radiographer role development network. Our aim is exceed the demands and expectations of the people we serve.

Our department is well equipped with three general rooms, two fluorography/interventional rooms, a cross-sectional imaging suite with modern CT and MR scanners plus three ultrasound rooms. There is also a dedicated state-of-the-art breast imaging suite.

High specification cross-sectional equipment is changed on a regular basis and used to full potential to ensure that waiting times are minimised and the most effective practice is adopted. The 64-slice GE Discovery HD CT scanner performs a variety of examinations including colonography, urography and vascular studies and staff have completed training in readiness to introduce a CT coronary angiography service. The 1.5 Tesla GE 750 Optima MR scanner has the capability to keep pace with all current demands.

The Hologic 3D digital breast tomosynthesis unit (DBT), was one of the first of its kind to be installed in the UK. This facility, along with ultrasound units and a vacuum assisted biopsy table, are used to provide a dedicated, high quality, rapid access, symptomatic clinic for patients in west Wales.

The Fuji Synapse Picture archiving and communication system (PACS) is integrated with sister hospitals in Aberystwyth, Carmarthen and Haverfordwest and is supported with voice recognition dictation through the RadIS Radiology Information System (RIS).

What we want to do in the future

In the future we are committed to continuing to actively support the development of our staff. We are a placement centre for student radiographers from Cardiff
University and have an active postgraduate department/library based in the hospital. In addition, we provide teaching placements for Speciality Registrars (SpRs) from Cardiff Medical School. We will continue to build upon this to ensure that training and education are central to the function of the University Health Board, forming a core element of our clinical governance strategy.

**Why you should work for us**

Our department has long established areas of role development for radiographers and assistant practitioners. We also work closely with the nurse-led minor injuries unit.

Our workforce adapts well to changes in service requirements with a flexible response to demands. National recommendations, such as NICE guidelines, are implemented at the earliest opportunity to ensure our patients receive the most current care pathways. We have always fared well during benchmarking exercises and external inspections with feedback commending the positive attitude of our staff.

**The area**

Llanelli is the largest town in Carmarthenshire and is situated about 10 miles from Swansea. There is a large out-of-town shopping facility where most modern shops are available.

On the outskirts of Llanelli, the 13-mile Millennium Coastal Path gives cyclists, runners and walkers opportunity to view the coastline away from the traffic. The Pembrey Country Park is 7 miles to the west of the town and this offers many facilities for children and adults, including a dry ski slope. The National Wetlands Centre is also 1 mile to the east of the town.

There are many sporting facilities in or close to Llanelli, including Parc y Scarlets, home to the regional rugby team, Llanelli Tennis Club, Ffos Las Racecourse, Machynys Peninsula Golf Club and Spa. For music, theatre or comedy the new Ffwrnes theatre has much to offer.

Schooling in the area is excellent with Swiss Valley Primary School, Bryngwyn Comprehensive and St Michael's Private School situated close to the hospital.
“Since working for the Health Board, I have gained experience in general radiography, theatre work, fluoroscopy for ERCP lists, micturating cystograms, nephrostomies and more. I have also become fully qualified in CT, becoming part of the busy CT on call rota, and being able to perform all the various CT scans required. The past 9 years have given me a wide experience of radiography, all while working with a friendly bunch of people. Llanelli is just an hour from Cardiff and an hour from Pembrokeshire. We are central to everything. So instead of working just to pay bills, we now work and have fun and make wonderful memories with our children.”

Rhian Munson, Band 6 Diagnostic Radiographer
Prince Philip Hospital, Hywel Dda University Health Board
Radiology Services at Withybush Hospital

What we do

Withybush is a moderately busy district general hospital situated in Haverfordwest, county town of Pembrokeshire, and is one of four district general hospitals within Hywel Dda University Health Board. The hospital provides the initial secondary healthcare for a population of around 123,000 spread across a large geographical area.

Our Radiology Department in Withybush Hospital comprises around 60 staff who support imaging in general radiography, A&E radiography, theatre radiography, mobile radiography, fluoroscopic procedures, ultrasound, CT, MRI, nuclear medicine, and breast imaging. There is provision for five substantive consultant radiologists.

In addition to the Radiology Department at the hospital, there are two small remote community hospitals, one in Tenby and one in Pembroke Dock, each housing a single general x-ray room.

What we want to do in the future

We currently have several reporting radiographers who report on skeletal, chest and abdomen, MR, nuclear medicine and ultrasound images. We also have radiographer-led CT colonoscopy and nuclear medicine procedures.

In the future, we are committed to continuing to actively support the development of our staff.

We are a placement centre for student radiographers from Cardiff University and have an active postgraduate department/library based in the hospital.

We will continue to build upon this to ensure that training and education are central to the function of the University Health Board, forming a core element of our clinical governance strategy.
Why you should work for us

Pembrokeshire is a picturesque county offering a perfect backdrop for a wide variety of outdoor activities and is home to an abundance of wildlife. It has a large number of ‘blue flag’ beaches, sites of interest and a large coastal national park.

In addition, house prices are generally lower than other parts of the UK making Pembrokeshire the ideal area for relocation.

Staff testimonials

“I trained and qualified in 1979. I then went to work at Werndale Hospital, Carmarthen where I ran the MRI Unit which was the first MRI in Wales. I then came to work at Withybush Hospital where I have worked for 10 years. There is a good interaction between departments and the staff are friendly.”

Jane Richards, MRI Superintendent Radiographer
Withybush Hospital, Hywel Dda University Health Board

“Pembrokeshire is an unspoilt and beautiful place with opportunity for outdoor year long activities. The property prices make home ownership affordable even in coastal locations. Children can still play outdoors safely and community spirit is strong particularly in the villages. Roads are not congested and travelling is easy, making home/work balance achievable. Hywel Dda maintains the traditional ethos of inter-hospital/inter-disciplinary communication and familiarity which helps in achieving the best care for patients.”

Pauline Morrissey, Ultrasound Superintendent
Withybush Hospital, Hywel Dda University Health Board
For further information about recruitment opportunities, please contact:

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