CAJE REF CYM/WALES/2023/0020

APPROVED 12/05/2023





**JOB TITLE Clinical Photographer – Band 5**

**JOB OVERVIEW**

* Working with a team of clinical photographers to provide a clinical photography service to your organisation.
* Producing clinical photographic images to assist in diagnosis, for patient records, education, research, and publication purposes.

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| **Main Duties of the Job** |
| To work in a team of clinical photographers to produce clinical photographs / video to aid patient care, diagnosis, teaching, research, and publications. The postholder will provide a range of photographic knowledge and skills to support a variety of multidisciplinary teams, across a range of clinical specialties within the organisation. Working in a variety of clinical environments, the postholder will use a combination of standardised and non-standardised photographic techniques. |
| **Responsible to** |
| **Reporting:**  | **Accountable:**  | **Professionally:**  |
| **Main Responsibilities** |
| **Operational** Competently interpret requests for photography / video to provide clinicians with high quality images for patient care, triaging, diagnostic, teaching, publication, and research purposes.Undertake clinical photography in accordance with departmental protocols and procedures, using standardised representational photography and non-standardised techniques.Undertake clinical photography to the highest standards, across a wide range of clinical specialties within the organisation.Undertake patient photography in a range of clinical settings, including clinics, on the wards, in operating theatres, and in the photography studio, adhering to the local standard operating procedures applicable to each clinical area.Ensure patient care, dignity and well-being is maintained during the photographic procedure. Adapt photographic practice to meet individual needs, including but not exclusively, cognitive disorders, cultural and religious considerations, physical and sensory impairments.Undertake clinical photography practice to ensure it adheres to national and local policies and legislation. Including but not exclusively, consent, confidentiality, copyright, and data protection, from the photographic request through to image storage and output. Competently and creatively handle non-clinical photography assignments e.g., PR photography, portraiture, and other forms of general photography, to support the organisation’s public relations, teaching, and research activities.Produce high quality digital images using advanced technical skills in computerised image editing, in accordance with departmental procedures, being aware of where there is a need for a defined audit trail.Contribute to the maintenance of quality control of own work and across the section.**Communications**Understand all relevant issues regarding patient consent and confidentiality for illustrative recordings and be able to provide advice about appropriate policies, techniques, and image management within the organisation.Ensure patients understand why photographs / video are being requested, the process of consent for imaging and how the recordings may be used and securely stored.Working as part of a multidisciplinary healthcare team to deliver patient centred care.Advise clients, of all levels, on the most appropriate use of photography / clinical video techniques and resources.Liaise with clients and senior photographers, when appropriate, in interpreting photographic briefs to meet the needs of the client.Contribute to the development and implementation of protocols for clinical photography practice, including research projects.Assist the Head of Department / Photography in the forward planning, development, and promotion of the service as a whole and in the implementation of new technologies and techniques, as appropriate.To be conversant with modern trends in clinical, scientific, and technical photography and illustrative procedures and to keep abreast of technological development within the photographic field.**Administration**Maintain confidential, accurate work records and contribute to the auditing of these records.Undertake day-to-day management of stock levels.Ensure the cost-effective use of all departmental resources.To be responsible for planning own workload making short term adjustments in order to prioritise requests.Maintain membership of the Academy for Healthcare Science (AHCS) voluntary accredited register for medical illustrators.Maintain an up-to-date CPD portfolio to satisfy the requirements of the AHCS accredited register for medical illustrators.**Leadership and Training** Act as Team Leader in the absence of the Senior Photographer / Team Leader, making day-to-day operational decisions in conjunction with the Head of Department / Photography and other Senior Clinical Photographers.To assist in the on-job training of Trainee Clinical Photographers undertaking the Health Education and Improvement Wales (HEIW), Clinical Photography Training Programme. |

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| **Qualifications and Knowledge** | **Experience** |
| **Essential**Possess a degree in photography or related media subject that has a focus on photography, or equivalent experience.Demonstrate knowledge of clinical photography practice in a range of clinical environments.Knowledge of the range of services, equipment and software used in wider medical illustration practice.Knowledge of consent, confidentiality, copyright, Mental Capacity Act, Data Protection and GDPR and other relevant legislation in relation to clinical photography practice.Understanding of equality and diversity issues and how this affects patients, visitors and staff.**Desirable**Hold a postgraduate / level 7 qualification in Clinical Photography or Medical Illustration. A member of the Academy for Healthcare Science (AHCS) voluntary register for medical illustrators.Demonstrate some knowledge and understanding of current trends in the NHS and clinical photography profession.**Annex 21****Essential**Possess an Honours degree or equivalent qualifications, in photography or a relevant media related subject that has a focus on photography. Alternatively, learners must have a minimum of two years’ relevant professional photographic work experience.Evidence of background research into the medical illustration profession and NHS. | **Essential**Demonstrate evidence of a wide range of experience in clinical photography to a consistently high standard.**Annex 21****Desirable** Experience of work in a public/service environment.Experience of work in a medical photography department. |
| **Skills and Attributes** | **Other** |
| **Essential**Demonstrate excellent digital photography skills. Demonstrate creativity in the interpretation of client’s briefs, both clinical and non-clinical.Show a good level of computer literacy, particularly with digital imaging software. Demonstrate patient management skills. to interact with a wide diversity of people.Demonstrates excellent communication skills.Demonstrate effective organisational skills and the ability to prioritise and time manage work.Demonstrate ability to work under own initiative and as a member of a team. Ability to interact with a wide diversity of people.**Annex 21 Essential**Demonstrate a good level of technical skill in digital photography.Demonstrate photographic skills in different environments including studio and on location.Demonstrate skills in composition and visual perception.Show a good level of computer literacy, particularly with digital imaging software.Demonstrate good communication skills in a variety of settings and with a range of people. Demonstrate ability to work as a member of a team.Demonstrate organisational skills.Show a desire for further personal and professional development and qualifications.**Desirable**Membership with the professional body for clinical photographers, the Institute of Medical Illustrators.Active pursuit of personal and professional expertise through Continuing Professional Development.Welsh Language Skills are desirable levels 1 to 5 in understanding, speaking, reading, and writing in Welsh.**Annex 21 Desirable**Demonstrate photography skills in a range of subject matter, e.g. still-life photography and portraiture. Demonstrate control of lighting on location and in the studio.Welsh Language Skills are desirable levels 1 to 5 in understanding, speaking, reading, and writing in Welsh. | Ability to use own transport suitable for carrying photographic / video equipment to other sites where services are required.Hold or be undertaking a qualification that will allow voluntary registration as a Medical Illustrator with the Academy for Healthcare Science (AHCS). |