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MESSAGE FROM MR. ROBERT GEORGE PRESIDENT OF THE ISRRT

(International Society of Radiographers and Radiological Technologists)



May I pass on to all members of the Malaysian Society of Radiographers my best wishes and kind regards.

I feel very proud to have been elected as President of ISRRT by the Council at our World Congress in Denver in June 2006 and to follow in the footsteps of previous representatives from the Asia / Australasia Region.

Our Region has always been a strong supporter of the objectives of ISRRT and the Malaysian Society of Radiographers has played an important role in our region. Technologists from Malaysia are highly regarded and have a high degree of professionalism. Your regular meetings with the Singapore Society of Radiographers always attracts many members of our profession and helps to keep your technologists familiar with the most recent advances in our exciting and rapidly changing professional life. Your most recent conference with 150 delegates held in Kota Kinabalu, is an example.

The future for Radiation Therapists and Radiological Technologists is very bright provided we maintain our interest and knowledge of the technology and ensure our training programmes look forward to the future needs of our patients. With the increasing emergence of image fusion techniques, we will see diagnostic imaging and radiation therapy coming closer together to ensure optimal diagnosis and treatment. New Molecular Imaging technologies will mean that patient's treatments can be more targeted to their particular disease. Working relationships and teamwork between technologists and their clinical colleagues will also become closer.

ISRRT works very hard on your behalf to build and maintain relationships with other International Healthcare groups such as World Health, The International Atomic Energy Agency, and The International Society for Radiation Protection and the International Society of Radiologists. We will continue to do this for the benefit of our member societies, their individual members, and our patients. We are recognised as the International voice for Radiation Technologists and Therapists and are keen to use this role to assist member societies within their own countries. We are also forging closer ties with the equipment manufacturers and hope to use this relationship to provide better education resources in the future.

My congratulations and thanks to Salmah Ahmad, Packya and all your members for their past and future support of ISRRT.

Robert George
President, ISRRT

Professional Details

- ♦ ARMIT Dip Pract. Man. (UNE), FIR, FAAPM, Assoc- ISRRT, JP.
- ♦ MEDICAL IMAGING CONSULTANT, IBM Australia 12/2004 – present
- ♦ MEDICAL IMAGING CONSULTANT DCA Group, I-Med/MIA, Australia 9/2004 – 10/2005
- ♦ CLINICAL OPERATIONS MANAGER 5/2002 – 9/2004
- ♦ DR. JONES & PARTNERS - MEDICAL IMAGING,
- ♦ ADELAIDE, AUSTRALIA
- ♦ PRACTICE MANAGER, DR JONES AND PARTNERS 1983 – 2002
- ♦ COMMENCED DR JONES AND PARTNERS 7/1966

Personal Details

Date of Birth- 17/5/46
Married - 2 Adult Children (both Diagnostic Radiographers)

Awards

- ♦ Alan Braden Award for services to Radiography in South Australia, 1986
- ♦ Nicholas Outterside Medallion for services to the Australian Institute of Radiography, 1985
- ♦ Agfa Travelling Scholar - A.I.R. Nat. Conference 1991

ISRRT Affiliation

- ♦ Australian Councillor to ISRRT 1990 - 1998
- ♦ Regional Secretary Asia / Australasia 1998 – 2000
- ♦ Member, Board of Management and Vice President Asia/Australasia 2002 – 2006

CONTACT THE MALAYSIAN SOCIETY OF RADIOGRAPHERS

Email: ms_radiographer@yahoo.com
Web: http://groups.yahoo.com/group/ms_radiographers/

world congress 2008

ISRRT 15th World Congress, Durban, South Africa
Make a date in your diary: 23-27 April, 2008
Theme: Interweaving Global Images
Website: www.icc.co.za

Durban has balmy weather all year round, making it a perfect holiday paradise. The beachfront is bordered by five star hotels and luxury apartments, all of which have an idyllic view of the Indian Ocean.

The Central Business District, a hive of activity, is within easy reach of all hotels and convention venues. If however, you wish to travel further a field, there is a very competent public transport system running throughout Durban, as well as an abundance of taxis. Durban is a major gateway to Africa and is also the largest and busiest port city on the continent. **Durban International Airport** is only a 10 minute drive from the city and is serviced daily by domestic flights, as well as international flights.

The International Convention Centre, centrally located, is an innovative, world class convention centre which can cater for conferences of up to 5000 people. The ICC Durban has been voted Africa's Leading Conference Centre for five consecutive years by World Travel Awards and in 2004 was also ranked as one of the top ten conference centers in the world. Its proven track record is unrivalled in Africa. The ICC Durban is a functional space in an aesthetic environment. Just a quarter of an hour from the airport, it is also located minutes away from the hotels and beaches. Palm trees form a welcoming avenue; while at the entrance to the centre three baobabs (Africa's tree giants) bid a regal welcoming.

(Photo shows outside of International Conference Centre, Durban from left: Sandy Yule, Secretary General/CEO ISRRT; Carol Macnab, Marketing Manager ICC Durban; Robert George, President ISRRT)



Current approaches to supporting radiography in developing countries study day, London



Participants of the study day getting energised

Also speaking was Dr Tyrone Goh, Immediate Past President of the ISRRT and current Treasurer who was in London on business.

Dr Goh gave up his Saturday morning to inform the audience about radiography in Asia.

To contact the Special Interest Group please email Andy Creeden: idsig@yahoo.co.uk

For further information on such events please see: <http://www.sor.org/public/events/events.htm>

A very successful study day was recently held at the Society of Radiographers headquarters in London on the 21st of October 2006. The theme of the study day was "Current approaches to supporting radiography in developing countries".

Several speakers outlined their first hand experience of the support given and emphasised that such support should be continuous and ongoing if it is to be of help. They also stressed that before equipment is sent to a country then those sending it must first ensure that there is provision for its installation and maintenance.

Disclaimer

Reasonable efforts have been made to ensure the accuracy of this data however, due to the nature of the information, accuracy cannot be guaranteed. The Society furthermore disclaims any liability from any damages of any kind from use of this information. The opinions expressed or implied in this newsletter should not be taken as those of the Malaysian Society of Radiographers or its members unless specifically indicated.



FROM THE SECRETARY'S DESK

Packya Narayanan Dassan
ms_radiographer@yahoo.com

"BUILDING TODAY FOR A BETTER TOMORROW"

I saw this on the renovation signboard at the Sunway Lagoon car park recently and was inspired to write this to you my fellow radiographers.

Where are we heading as a profession and professional body of elite healthcare workers? This is a question that I am sure my other colleagues have also wrestled with at some point in their careers. Is it just sufficient to continue working in the same robotic fashion or can we do something today to leave as a legacy for future radiographers?

An interesting business development article stated that we must stand out from the crowd to be noticed. In business there would be many ways to achieve success over competitors but how do we do it as a professional body? If it came down to the crunch what would we do to get noticed if we were surrounded by our competitors?

Many long time members of the MSR often ask why new radiographers aren't joining our Society to give it the numbers and energy it needs. Even though it is another question in reply to a question many junior or senior radiographers who are not yet members always seem to reply "Why should I join or what's in it for me?"

Before we can answer this we need to identify the value of the Society to its members. The Society represents you and the profession and requires its members to be registered to create a strong and effective body to tackle problems within the profession and seek better conditions for all radiographers. This cannot be achieved with only a handful committed to the cause.

So how do we to stand out and attract more members? Here are some suggestions.

1. Word of mouth promotion and subsequent referrals -

You can only promote something you know or like. Example: How many people saw the movie Titanic and went out and told their friends, family and co-workers about it? Good reviews or bad the movie was the talk of the town. Likewise whether you consider the Society a good or bad entity how many radiographers have you encouraged becoming a member of the MSR? I have initiated an online introduction to reach a target of 200 radiographers on the yahoo group site by years end. Will you help me meet this target or even surpass it? As the saying goes the ball is now in your court. **Your positive action today will create a better tomorrow for someone else.**

2. Emphasise our uniqueness – We are a collection of radiographers from private and public sectors, from diagnostic radiography to radiotherapy each bringing his/her own ideas and expertise to be shared with all. Where else can we have a forum to be heard and admired by our own peers? Being a member of other organisations means having to listen to points of view from other disciplines like doctors or professors but here we are among our own people to exchange ideas and generate new concepts. **Your decision today will affect the world tomorrow.**

3. Talk the talk but also walk the talk – Grumblings and musings within the profession abound on many matters but only a few dare come forward to offer viable solutions. The newsletter for example has been moving from strength to strength but still receives "suggestions" to have more professional related articles. While we would like to make this a reality it can never be possible unless more members come forward with contributions and articles of interest to assist the Editorial Committee to make our SINARAN a continued success. **Your small effort today will cause huge ripples in the fabric of tomorrow's events.**

4. Get interactive – We will be moving on to an **"e newsletter"** from March 2007. Where we will mail a card to all members informing them of the latest issue of the SINARAN and requesting the radiographer to log on to the group site, then download or print a copy. So do update your personal particulars through the correct channels i.e. with emails to the Secretary or official letter to the MSR Secretariat address. A message passed along in hallways during a conference or whispered over lunch does not constitute a valid change of address. A person subscribing to a medical journal or even the Reader's Digest will inform the sender of a change of address therefore if you feel the SINARAN and the Society is important you will take the necessary steps to do the needful.

In closing I urge every one of us to come out in full force and ensure that in 2007 the MSR will not remain the best kept secret in town!

UK Radiographer of the Year 2007

The winner of this year's United Kingdom **Radiographer of the Year** was northwest nominee, Susan Carter.

"It's really gratifying to receive this recognition from my peers and professional body," she said. "The accolade is shared with my hard working and supportive colleagues."

Susan was nominated for her work developing the NVQ *(National Vocational Qualification) for radiographic helpers and specialist teaching in medical image interpretation. She is also committed to improving educational provision in Africa and has been instrumental in establishing post qualification educational programmes in Ghana and hopes to do the same in Cameroon.

The **Radiography Team of the Year** was the Weston Park Hospital radiotherapy team. The Yorkshire and North Trent regional team was nominated for its work in improving the service against a backdrop of National Health Services cutbacks. "The team has pulled together to keep the service running as normal by working extra hours and taking a flexible approach," said nominator Moira Thompson. "They are extremely dedicated to improving waiting times not just to hit targets but to help patients."



Susan Carter with Professor Mike Richards,
National Cancer Director

* What are NVQs?

National Vocational Qualifications (NVQs) are work-related, competence-based qualifications. They reflect the skills and knowledge needed to do a job effectively, and show that a candidate is competent in the area of work the NVQ represents.

NVQs are based on national occupational standards. These standards are statements of performance that describe what competent people in a particular occupation are expected to be able to do. They cover all the main aspects of an occupation, including current best practice, the ability to adapt to future requirements and the knowledge and understanding that underpin competent performance.

Courtesy by [http://www.sor.org/members/news/news554.htm\(14/11/2006\)](http://www.sor.org/members/news/news554.htm(14/11/2006))

REPORTS

FORWARD PLANNING COMMITTEE

The Forward planning committee began its duty from the Annual General Meeting in April 2005. Its objectives were to:

- ♦ upgrade professionalism
- ♦ enhance relationships between the society, the public, government organisations and other professional societies
- ♦ increase membership
- ♦ create public awareness of the profession
- ♦ speed up professional commission board formation with governmental bodies
- ♦ introduce a society website for members and non-members to have access to current information
- ♦ publish a professional journal
- ♦ organise World Radiography Day celebration on November 8th

The committee met three times where we discussed the design and prepared paperwork for the website and the Professional Journal (MAJURAY). Letters requesting submissions and editors from related fields have been issued to distinguished radiographers in Malaysia.

To increase members, we decided to approach medical imaging and radiation sciences institutions to start various activities with their students and introduce our society at the very beginning of their profession.

Forward Planning Committee:

Chairman: Dr Mohd Hanafi Ali

Secretary: Mr Mazli Mohamad Zin

Members: Mr Mohamad Zamri Mohamad Zin
Mohamad Norman Mohd Nordin
Ms Azlina A Rahim
Mr Muhammad Eirfan Adnan



EDUCATION COMMITTEE

Education Programmes Organised 2006

25-26 February 2006

**Study Day at Mines Beach Resort,
Selangor**

**Theme: 'Image Building for
Radiographers'**

21-23 April 2006

Scientific Meeting in Kuala Terengganu

**Theme: 'Excellence & Safety in Radiation
Sciences'**

29-30 April 2006

Panel for Curriculum Review

**Theme: International Islamic University
Degree Students (Radiography)**

12-13 August 2006

**21st Malaysia Singapore Radiographers
Conference, Kota Kinabalu, Sabah**

Theme: 'From Novice to Expert We Excel'

Prepared by:

Education Chairman

En. Sawal Marsait

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012-3909135

VICE PRESIDENT

Hj Mahfuz Mohd Yusop
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THE MALAYSIAN SOCIETY OF RADIOGRAPHERS AGM IN 2007

Our beloved present President Pn.Hjh Salmah Ahmad has indicated her intention not to contest for the post of President of the MSR in the coming elections in 2007 after serving for more than 10 years. It is vital that the members have a clear idea what is needed in a President to not only continue the good work as all the past Presidents but also bring further advancement for our Society.

The MSR needs an individual who is able to understand problems faced by radiographers nationwide and can deal with important current matters arising such as Quality Assurance, licensing, promotion structures and funding for the Society's projects.

Let's together think long and hard to determine the right candidate to represent us locally and internationally who has vision coupled with a heart for the working radiographer who will be able to create a balance between the clinical and academic aspects of our profession.

REPORT FROM EDITORIAL COMMITTEE

Greetings fellow colleagues!



Left to right Chanthriga, Sripriya, Gina

The year 2006 is coming to an end and what an exciting term it has been for us on the Editorial Committee. Allow me to reiterate the activities and achievements of this committee in the past 2 years. We produce a quarterly newsletter the "SINARAN" for circulation to over 600 members nationwide and several copies to our neighbouring counterparts in Singapore. A notable milestone of the Sinaran was that since December 2005 the newsletter has been available online at the radiographers' yahoo group site.

This 'e-accomplishment' would not have been possible without the help from our Secretary Mr. Packya for his constant feedback and guidance, from the Forward Planning Chairman Dr. Hanafi for initially scanning the newsletter each month into an internet supported format (i.e. pdf.) and last but not least the very accommodating graphic artist

at our printers (City Reprographic Services) Ms. Elaine Tein who put up with our numerous layout changes and last minute additions. We were also very blessed to have continuous article contributions from our members. We thank each and everyone for their support and dedication.

In March 2006 the Editorial Committee also undertook to repopulate the existing mailing address after numerous complaints and requests pertaining to receiving the Sinaran were made to the EXCO members. It was a daunting task as we on the Editorial Committee were not altogether familiar with the many registered members and also due to the fact that radiographers constantly shift employment addresses and were difficult to track down. We managed to create some sort of semblance of order and will continue to tackle further hiccups in this area. We implore the help of all members to provide us with a hard copy or email message of your change of address so we may address this situation better for your benefit. The Sinaran after all is your newsletter!

We strove to maintain a 20 page newsletter with 4 coloured front and back pages with the assistance of the media contrast companies like Schering, IDS Marketing and Richmatt who willingly came forward to support us in terms of financing their advertising spaces. We thank them and look forward to further collaboration in 2007. The contents of the newsletter were divided to an approximate of 80% articles related to radiography and/or radiotherapy and the balance 20% to motivational or management topics. The main highlights of our quarterly publication are the many pearls of wisdom from various senior personalities featured on our front page message including those such as our esteemed President Puan Hajah Salmah, Tan Sri Datuk Dr Augustine S H Ong (President of COSTAM), Mr. Michael Ong (President Singapore Society of Radiographers) and Mr. Robert George (President of the International Society of Radiographers and Radiological Technologists).

The Editorial Committee however was dealt a heavy blow when our Editorial Chairperson Madam. Rachel Barbara Sta Maria had to be called away from her duties to attend to an urgent family matter. We overcame this hurdle with the collective strength of each person on the Editorial Committee to continue to provide our members with thought provoking articles and updates in the fields of radiography and radiotherapy.

Thank you for allowing us this opportunity to serve you.

The Editorial Committee

Sinaran Newsletter

MEMBERS FEEDBACK

Congratulations to the Malaysia Society of Radiographers for having successfully organised the recent joint conference of the Malaysia Society of Radiographers and the Singapore Society of Radiographers especially to the Local Coordinator Tuan Hj Limon and his committee.

Well done to the Editorial Committee for having compiled a very good collection of articles and news pieces. I am now always looking forward to receiving the Sinaran.

En. Abdul Hadi Jabir (KOLEJ SAINS BERSEKUTU SG.BULOH)

Keep up your good work. We, 'on the ground' really appreciate your effort in putting up the Sinaran!
Mr. Choo Pen Too (HOSPITAL SULTAN ISMAIL JOHOR BAHRU)

SINARAN EDITORIAL BOARD

EDITOR IN CHARGE

RACHEL BARBARA STA MARIA

EDITORIAL COMMITTEE

GINA GALLYOT
M. SRIPRIYA
RAVI CHANTHRIGA

PRINTERS

CITY REPROGRAPHIC SERVICES
BRICKFIELDS
6 03-22742276

RADIOGRAPHER PROMOTIONS

For the benefit of radiographers not in government service this is a brief introduction to the significance of the promotion of radiographers to the **U41 Grade**. The radiographers profession in the public sector previously came under the Support Services section but has now been upgraded to the Managerial and Professional Support Services.

The rationale behind the change in the scheme was to:

- ♦ Enrich and widen the existing job scope
- ♦ Increase opportunities for career advancement
- ♦ Encourage continuous education and increase officers expertise

Promotion criteria:

- ♦ Diploma in Radiography or Radiotherapy (Grade U29)
- ♦ Bachelor of Science (Honours) in related fields (**Grade U41**)
- ♦ Obtained a pass in Bahasa Malaysia / Bahasa Melayu paper at SPM level (including oral examination)

For promotion of Radiographers to Grades U32, U36, **U41/U42**, U44, U48:

- ♦ The candidate must be confirmed in service for the post concerned
- ♦ Achieved performance level as stipulated
- ♦ Passed all levels of competency evaluation as stipulated
- ♦ Approved by Head of Department or Head of Service
- ♦ Post subject to vacancy

Radiographers at Grade U38 and U40 promoted to U41 are under these conditions:

- ♦ Have Bachelor of Science Honours in related fields; or
- ♦ Have six (6) years work experience in addition to having been present and successfully passing the transitory course; or
- ♦ Maintained **Khas Untuk Penyandang (KUP)** until the above requirements are fulfilled

Key

HUSM	Hospital Universiti Sains Malaysia
BPLKKM	Bahagian Perancangan Latihan Kementerian Kesihatan Malaysia
KSKB, SB	Kolej Sains Kesihatan Bersekutu, Sg. Buloh
RTHKL	Jabatan Radioterapi dan Onkologi Hospital Kuala Lumpur
RTHUS	Jabatan Radioterapi dan Onkologi Hospital Umum Sarawak, Kuching
JPDHUS	Jabatan Pengimejan Diagnostik Hospital Umum Sarawak, Kuching
JPDHKL	Jabatan Pengimejan Diagnostik Hospital Kuala Lumpur
JPDHSA	Jabatan Pengimejan Diagnostik Hospital Sultanah Aminah, Johor
JPDHSI	Jabatan Pengimejan Diagnostik Hospital Sultan Ismail I, Pandan, Johor
JPDHQE	Jabatan Pengimejan Diagnostik Hospital Queen Elizabeth Kota Kinabalu, Sabah
JPDHTAR	Jabatan Pengimejan Diagnostik Hospital Tuanku Ampuan Rahimah, Klang
KR.JB	Kolej Radiografi Johor Bahru
PPUM	Pusat Perubatan Universiti Malaysia

CONGRATULATIONS

Grade U42 Promotion by Appointment

En. Khalid Osman HUSM Kubang Kerian Kelantan

U41 tutors:

Chan Lai Kuan	BPLKKM
Abd.Hadi Jabir	BPLKKM
Zulkifli Ghani	KSKB,SB
Hjh. Sharidah Kassim	KSKB,SB
Hjh. Nurhayati Hj. Ahmad	Retired
(formerly KSKB, SB)	
Moey Soo Foon	KR.JB
Chin Wan King	KR.JB
Habibah Abdullah	PPUM

Grade U41 Radiation Therapists:

Hj. Mahfuz Mohd. Yusop	RTHKL
Rubiah Mohd. Pakeh	RTHKL
Nafisah Hamid	RTHKL
Rokiah Yahya	RTHKL
Mohd. Faizal Abdullah	RTHUS

Grade U41 Diagnostic Radiographers:

Hj. Mohd. Zin Yusof	JPDHKL
Hjh. Salmah Ahmad	JPDHKL
Hjh. Noorkhairi Ibrahim	JPDHKL
Pn. S. Jacintha	JPDHKL
Hj. Daud Ismail	JPDH Selayang
Hj. Mohd. Hamdan Hj. Ismail	JPDH Serdang
Hj. Mansor Abdullah	JPDHSA
Noor Nesiah Bapoo Hashim	JPDH Kota Baru
Hj. Azmi b. Muhammad	JPDH Alor Star
Foo Yen Wei	JPDH Melaka
Hj. Ridzuan Mohd. Sharif	JPDH Kangar
Hj. Yusof b. Che Ismail	JPDH Kuantan
Wong Chong Siew	JPDH Ipoh
	(Bahagian Kejuruteraan KKM)
Choo Pen To	JPDHSI
Norman Serbastian	JPDH Pulau Pinang
Michael Juan Jugah	JPDHQE
Edward Lojikin	JPDH Seberang Perai

Hj. Jamali b. Seruji	JPDHUS, Kuching
Hamsiah Ahmad	JPDHTAR
Hjh. Afidah Harun	JPDHSA
Hjh. Zurida bt. Salleh	JPDH Seremban
Mohd Zamri Mohd Zin	PPUM

Other posts:

Richard Ee Yew Kim	Bahagian Perlindungan Sinaran Unit
	Kerjuteran KKM

References for article **MUSCULOSKELETAL DISORDERS AMONG SONOGRAPHERS** by Assoc Prof Dr Retneswari Masilamani Dept of Social and Preventive Medicine, Faculty of Medicine, University of Malaya – MSR Sinaran March 2006, page 10–11.

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2. Eleanor Ransom, The causes of musculoskeletal injury amongst sonographers in UK., Society of Radiographers 2002. (internet communication, 21 February 2006 at <http://www.soundergonomics.com/PDF%20Files/SCOR-MSI%20Book.pdf>)
3. Baker, J.P. Murphey, S.L. Ultrasound Ergonomics. Sound Ergonomics. Kenmore WA, USA. (internet communication on 22 Februari 2006 at <http://www.soundergonomics.com/PDF%20Files/SeimensWhitePaper.pdf>)
4. Jan Dodgeon, Avoidance of musculoskeletal disorders during ultrasound scanning. (internet communication on 23 February 2006 at <http://www.soundergonomics.com/PDF%20Files/POSTER Text%20.pdf>)

We apologise for the omission.

List of recipients provided by

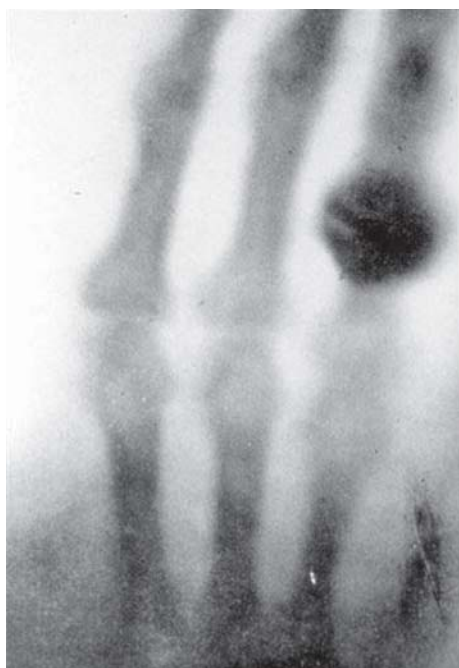
Tuan Hj. Mahfuz Mohd Yusop, Puan Hj. Salmah Ahmad, Mdm. Chan Lai Kuan

WORLD RADIOGRAPHY DAY - WEDNESDAY, NOVEMBER 8TH 2006

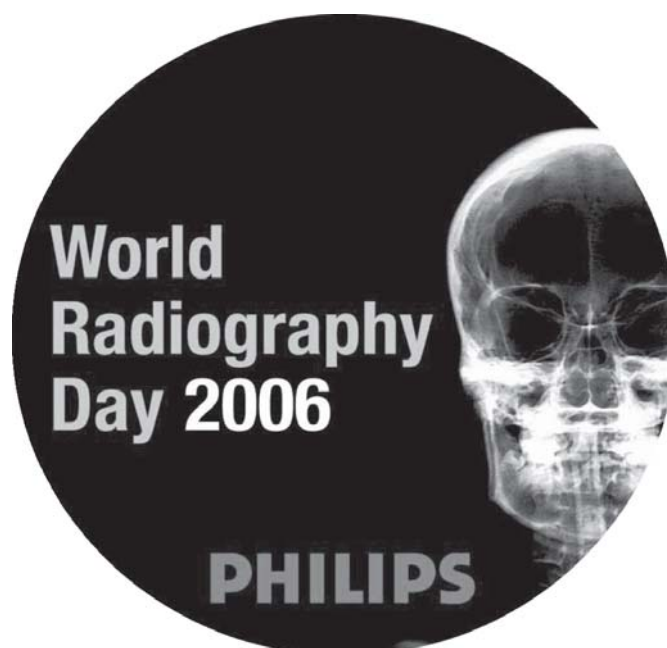
World Radiography Day is an opportunity for us all to remember the initial discovery of x-rays in Wurzburg, Germany by Wilhelm Konrad Roentgen on the 8th of November 1895 and to not only recognise the tremendous advances made since that time for the benefits of mankind, but to also acknowledge the contribution made by all those who have worked in the professions associated with his discovery.



Wilhelm Konrad Roentgen



The first radiograph Nov. 1895- the hand of Bertha Roentgen



As the International Society representing over 300,000 radiologic technologists and therapists worldwide, ISRRT congratulates all member societies for their continued service to their members and patients in providing professional leadership.

We owe a great debt to all of our colleagues who have contributed so much over the years in serving their communities and assisting in the delivery of diagnostic and therapy healthcare.

Our profession has a very exciting future as we take advantage of the incredible advances in technology, but we should also be aware that many of our colleagues work in very difficult and trying conditions in their daily environments and do not have access to the technologies many of us take for granted. We recognise the special contribution made by them.

We are privileged to be part of a small, unique World Community and when we are fortunate to come together at our World Congresses and Regional Meetings, we recognise how similar are our needs and challenges and how we can work together to support our profession.

On behalf of the Board of Management of ISRRT, I pass on our thoughts and best wishes as we approach this special day.

Robert George
President, ISRRT

PREPARING FOR AN INTERVIEW



In a recruitment process, an interview involves a one to one interaction of the candidate with the prospective employer. Besides giving the interviewer a chance to evaluate your strength and skill, it also gives you an opportunity to understand what to expect from the organisation.

Have a good grip of your strengths and weakness. Know what to say at the interview and how to handle the situation, if things do not go as planned.

Many employers are looking for candidates with a strong sense of self-awareness. So when you go in for the interview, are you ready to talk about yourself in a convincing way? It can be trickier than it sounds and so hopefully the following articles should give you a new perspective when preparing for an interview and help you ace the next one you go for.



1. Visualise Interview Success

Golf superstar Tiger Woods incorporates visualisation into his pre-swing routine and swimmer Michael Phelps employed visualisation and relaxation techniques before his 2004 Summer Olympics races. So if your career gold medal is a better job, visualising your interviews in advance could be worth trying.

What distinguishes good visualisation techniques from a passing daydream is that you purposefully programme your mind to visualise only the positive things you want to happen. Follow these steps to seize the power of your imagination and programme yourself for a successful interview:

Sit down comfortably in a quiet room. Close your eyes, and use each breath to relax your body from head to toe. Imagine yourself preparing for the interview on the morning it will take place. When you visualise getting to the employer's office, use your senses to imagine the colors, light, shadows and objects in the room.

In your mind, hear the interviewer's voice when he greets you. Notice your emotions are calm and confident as you shake hands. When you meet the interviewer, imagine you are smiling warmly, and he is smiling back at you. As the interviewer begins to ask questions, imagine you answer them spontaneously and easily. You feel confident and comfortable. Ideally, at the end of the interview, you might imagine hearing the interviewer say something like "You're hired" or "Welcome aboard!" The more you use your imagination in this way, the better you'll get at effective visualisation.

2. Conduct Basic Interview Research

Show interest. It's amazing how many people don't necessarily show interest in the company they want to work for. They come in for an interview, and they almost feel like the company should be showing all the interest in them. It's a two-way street. You get excited about people

who are excited about you. You tend not to be excited about the people who are not excited about you.

Know about the leadership. Know about the history of the company. Know about the core values. Know about the direction of the firm. Know about the direction of projects. Find out as much as you can about the interview. For example:

- a. Call the person who scheduled your appointment and ask:
 - ◆ Who will you be talking to?
 - ◆ Will you meet the manager you'd work for, or will you just talk to Human Resource?
 - ◆ What's the dress code? Dress better than suggested. Most times, it's best for men to wear a suit and women to wear a professional business outfit.
 - ◆ Get directions to the office. Plan to leave early. Keep a phone number to call if you get stuck on the bus or in traffic. If you arrive late and stressed, the interview will not go well.
 - ◆ If you don't have a detailed job description, ask for one.
- b. You can also learn about the company online. Do some fast Web research, which will give you something to talk about in addition to the job description such as:
 - ◆ How big is the company in terms of employees?
 - ◆ What does the company say about its services?
 - ◆ What recent news (such as a press release, an interview with the Chief Executive Officer - CEO) can you discuss?
 - ◆ If the company is public, the boilerplate at the bottom of its press releases will tell you a lot.

3. Think of Some Stories

Write down and memorise three achievement stories. These stories demonstrate all those hard-to-measure qualities like judgment, initiative, teamwork or leadership.

Wherever possible, quantify what you've done, e.g., "increased efficiency by 20 percent," "cut patient waiting time in half," "streamlined delivery so that most patients had their examinations done immediately."

By the way, non-work achievement stories are good too; if you volunteer for the local charity, write down a time you overcame a big challenge or a crisis there. Achievement stories make you memorable, which is what you want.

4. Pick Your Outfit, and Go to Bed Early

Lay out your interview outfit the night before, get a good night's rest, and always get an early start. The last thing you want is to arrive at the interview flustered and panicked because you couldn't find a parking spot.



NON-VERBAL COMMUNICATION

Non-verbal Messages

1. **The Handshake:** It's your first encounter with the interviewer. He / She holds out their hand and receives a limp, damp hand in return — not a very good beginning. Your handshake should be firm — not bone-crushing — and your hand should be dry and warm. Try running cold water on your hands when you first arrive at the interview site. Run warm water if your hands tend to be cold. The insides of your wrists are especially sensitive to temperature control.
2. **Your Posture:** Stand and sit erect. We're not talking ramrod posture, but show some energy and enthusiasm. A slouching posture looks tired and uncaring. Check yourself out in a mirror or on videotape.
3. **Eye Contact:** Look the interviewer in the eye. You don't want to stare at her like you're trying to look into their soul, but be sure to make sure your eyes meet frequently. Avoid constantly looking around the room while you are talking, because that can convey nervousness or a lack of confidence with what is being discussed.
4. **Your Hands:** Gesturing or talking with your hands is very natural, but keep it in moderation. Getting carried away with hand gestures can be distracting. Also, avoid touching your mouth while talking. Watch yourself in a mirror while talking on the phone. Chances are you are probably using some of the same gestures in an interview.
5. **Don't Fidget:** There is nothing worse than people playing with their hair, clicking pen tops, tapping feet or unconsciously touching parts of the body.

Escape the Pitfalls!

As the interviewer walks toward you to shake hands, an opinion is already being formed even before you say your first word in an interview. And as you sit waiting to spew out your answers to questions you've prepared for, you are already being judged by your appearance, posture, smile or your nervous look.

If you say you are excited about the prospect of working for this company but don't show any enthusiasm, your message will probably fall flat. So smile, gesture once in a while, show some energy and breathe life into the interview experience.

Don't ever underestimate the value of a smile. In addition to the enthusiasm it expresses to the interviewer, smiling often makes you feel better about yourself. There are three vibes you must give off when with a prospective employer when you're smiling:

1. I'm glad to be here.
2. I know what I'm talking about.
3. I will enjoy what I'm going to be doing.

Remember work is not a punishment for not being born rich. It is critical that you find joy in your job. The great author **Elbert Hubbard** put it this way: **"Get happiness out of your work or you may never know what happiness is."**

Not only that, if you don't have passion for what you're doing, the interviewer won't either. So working on your belief and attitude is critical for interview success. The following exercise will help you identify what you love about your job. For example, you could say, "One of the things I

love about my job is to see patients get the outcomes they want from the services I offer. It's even more fulfilling when I get a letter from a happy patient who was anxious and difficult at first."

It is energising to focus on the good things about your job, and when you share your enthusiasm, you may find your profession has a different dynamic. When you're glad to be there, your patient and your employer may be glad you're there too. When you're at your very best in your job, you are happy. You feel important. You get great satisfaction. If you're not getting great satisfaction from your work, others will know. It's the vibe. They will wonder why you're not enjoying your profession — maybe you feel inferior or you are undergoing a tremendous personal upheaval. They will wonder if they'd be better off without you.

Preparing what you have to say is important, but practicing how you will say it is imperative. A non-verbal message can speak louder than the verbal message you're sending.

MAKE THE RIGHT IMPRESSION AT INTERVIEWS

What would you do if you only had 5 Minutes!

What you're wearing has an impact on the first impression you make, the crux of the entire interview. The rule of recruiting is that a decision is made [by the recruiter or hiring manager] in the first five minutes, and [the hiring manager] spends the next half-hour trying to defend that decision.



That's why first impressions — **like being on time, being dressed appropriately and being prepared** — are critical. If you make a bad first impression, it's going to be a lot harder for you to convince someone to hire you. If you make a great first impression off the bat, you're working a lot less towards trying to convince them you're the one we should get on board.

While some job seekers bemoan the fact that hiring decisions can be heavily influenced by impressions the hiring manager forms during the few minutes of meeting someone, this is just an aspect of the hiring process. No matter how hard the employer tries to be completely impartial — because they want the best-qualified person for the position — the reality is that **80 percent of the hiring is based on personality and 20 percent is based on skills**. As long as you meet the basic requirements — and if you don't, you wouldn't have gotten in for the interview! It's much easier to teach someone specific skills than how to get along with people or how to make a good impression. That's just reality.

But while you should be relaxed during the interview process, you must always be on your best behavior. Everything in the interview process is a test. What time you show up, how completely and neatly you fill out the application, the pace at which you walk in front of me or behind the interviewer on the way to the interview room from the lobby, being observant if there's something to observe, personality during the interview, flexibility if someone can't meet you exactly at the time they were supposed to, handshake and appearance.

BAD AND GOOD PRACTICES

Be Punctual

What can kill an interview before it gets started? The worst mistake someone can make for an interview is being late. Honestly, it doesn't matter how bad the traffic was. There's absolutely no excuse for arriving late — ever.

Be Prepared

The fact remains that “you're interviewing them as much as they're interviewing you.” You should be trying to find out as much as you can about the company and the work environment to make the right decision.

Be Concise

An Interviewee rambling on is one of the most common blunders. You really have to listen to the question, and answer the question, and answer it concisely. So many people can't get this basic thing down. You ask them a question, and they go off on a tangent. They might think you want to hear what they're saying, but they didn't answer your question.

Long answers are less effective than concise responses and tend to make interviewers suspicious. **If you are talking more than 90 seconds without interaction with the interviewer, you may be giving them more detail than they want.** If you feel you may be talking too long, just stop and ask the interviewer a question like, “Am I giving you the level of detail you're looking for?” This prompts a response and promotes an open exchange of information. Besides, if you're putting the interviewer to sleep with your long-winded answers, asking a question will wake them up.

Open the Conversation

After your response, ask the interviewer a tag-on question, such as, “Does that give you what you were looking for?” This ensures you are understood accurately, conveys that you want to be sure you're providing what the interviewer is looking for, and promotes two-way communication. You deserve the best, so practice your responses to frequently asked interview questions, and prepare to be your best when it matters most.

Provide Examples

It's one thing to say you can do something; it's another to give examples of things you have done. You should come and anticipate the questions a recruiter's going to ask based on the requirement of the role. Think of recent strong strategic examples of work you've done, then when the question is asked, answer with specifics, not in generalities. You should say, “Yes, I've done that before. Here's an example of a time I did that . . .,” and then come back and ask the recruiter, “did that answer your question?”

Be Honest

Somehow, candidates get the impression that it's best to try to dance around difficult questions. If you don't have a skill, just state it. Don't try to cover it up by talking and giving examples that aren't relevant. You're much better off saying you don't have that skill but perhaps you do have some related skills, and you're happy to tell them about that if they like.



Tell the truth in as positive a manner as possible, and don't discuss things or events in a negative fashion.



Keep Your Guard Up

Job recruiters can be split into two schools. There are those who are very straight-laced and serious, and candidates better take the process seriously as well when dealing with them.

Then you have recruiters who are going to be the candidate's best friend. They try to put the candidate at ease, because they want the candidate to tell them everything, and a lot of candidates mess up in this area. They start to think, “Oh, this guy is cool. I can tell him anything.” And then they cross the line.” And that can take a candidate out of contention.

So remember: Always maintain your professionalism.

Steer the Interview Your Way

One thing to guard against is getting lured into the interviewer's game of alternative or trick questions. Be like a politician. The next time you watch a debate or press conference, notice the kind of questions reporters ask, and then observe how the politician responds. Politicians often answer questions indirectly by presenting information they want to convey. You can do the exact same thing in a job interview.

For example, if the interviewer asks if you prefer to work alone or on a team, he may be trying to get you to say you are one way or the other. But you don't have to play this game. The reality is that most jobs require us to work both independently and in teams. Your response to this question should show that you have been successful in both situations.

Your answers also need to provide the reason to hire you, and you want to avoid providing reasons not to hire you. Before responding to any interview question, take your time, breathe and think about your answer. Thoughtful answers delivered clearly are much better than empty answers given rapidly. And you're not being measured by your response time.

Ask Great Questions

Nothing impresses an interviewer more than a really good question that not only shows you've researched the company in general, but the specific job you're hoping to land as well. That makes them go, “Wow, this person has really done their homework. They not only know the company, but they know the role.”

It's profoundly disappointing in interviews to get to the end and the interviewer says, “Do you have any questions I can answer for you?” and they say, “Nope, I think you answered them all,” and that's the end of it. It's just really disappointing and reflects negatively on the candidate. Include developing a tough question in your preparation to finish things off. It all goes back to preparation, and it tells the interviewer you thought about this interview before you walked in the door.

The power to question is the basis of all human progress. - Indira Gandhi (3rd and 6th Prime Minister of India)

What not to say!

♦ **Don't get personal or racial**

Never ask about the number of ethnic employees, and never ask the interviewer any questions that could be construed as personal.

♦ **Don't Make Money Topic Number One**

Too many people just seem to be on a hunt for the job that pays the most money. A red flag to an interviewer is when the first thing they ask is, 'How much do you pay?' They don't know what the company does or what we operate, but they want to know what we pay. They're just thinking, 'OK, if this company is going to give me a good salary scale, then I'll stay for a year and move on to another job.'

While money issues will certainly arise at some point during discussions, bringing them up too early is a bad policy.

RESUME TEMPLATE

♦ **Contact Information**

1. Full Name
2. Complete address
3. Phone (Cell/Home)
4. Email Address

♦ **Objective (optional)**

What do you want to do? If you include this section it should be a sentence or two about your employment goals. A customised objective that describes why you are the perfect candidate for the job can help your resume stand out from the competition.

♦ **Career Highlights / Qualifications (optional)**

A customised section of your resume that lists key achievements, skills, traits, and experience relevant to the position for which you are applying can serve dual purposes. It highlights your relevant experience and lets the prospective employer know that you have taken the time to create a resume that shows how you are qualified for the job.

♦ **Experience**

This section of your resume includes your work history. List the companies you worked for, dates of employment, the positions you held and a bulleted list of responsibilities and achievements.

♦ **Education**

In the education section of your resume, list the colleges you attended, the degrees you attained, and any special awards and honors you earned.

College, Degree
Awards, Honors

♦ **Skills**

Include skills related to the position / career field that you are applying for i.e. computer skills, language skills.

♦ **References available upon request**

There is no need to include references on your resume. Rather, have a separate list of references to give to employers upon request.



Six Answers Interviewers Need To Hire You

During the typical job interview, you'll be asked a lot of questions. But do you really understand what the interviewer needs to know?

"Most people have no idea why a recruiter asks a particular question," says Brad Karsh, a former recruiting professional for advertising giant Leo Burnett and current president of career consulting firm Job Bound. "They tend to think it's a competition to outwit the interviewer."

The reality is that employers have neither the time nor inclination to play games with you, especially when hiring. Your interviewer is not trying to outguess you — **he's trying to assess your answers to six key questions:**

1. **Do You Have the Skills to Do the Job?**

The employer must first determine whether you have the necessary hard skills for the position, e.g., the programming knowledge for a database administration job or the necessary technical expertise for minimum supervisory positions.

"By really probing into what the candidate has done in the past, an interviewer can tap into hard skills."

But the interviewer is also looking for key soft skills you'll need to succeed in the job and organisation, such as the ability to work well on teams or "the requisite common sense to figure things out with some basic training.

2. **Do You Fit?**

That means the interviewer is trying to pinpoint not only whether you match up well with both the company's and department's activities but also whether you'll complement the talents of your potential coworkers.

3. **Do You Understand the Company and Its Purpose?**

If the organisation fits well with your career aspirations, you'll naturally be motivated to do good work there — and stay more than a month or two.

4. **How Do You Stack Up Against the Competition?**

You're being evaluated in relation to other candidates for the job. In other words, this test is graded on a curve. So the interviewer will constantly be comparing your performance with that of the other candidates.

5. **Do You Have the Right Mind-Set for the Job and Company?**

Employers are always looking for someone who has a can-do type of attitude. They want someone who wants to be challenged and is internally motivated to do well. An employer can't train for this essential trait but you can hire for it. And if you don't, you'll end up with a lower-performing employee.

6. **Do You Want the Job?**

Most employers know better than to believe everyone they interview actually wants the position being offered. They understand some candidates are exploring their options, while others are using an interview with a company they don't care about to hone their interview skills. So you have to prove you really want the job.

KEY ELEMENTS OF AN EFFECTIVE COMMUNICATOR



*Ms. Gina Gallyot
Chief Radiation Therapist
National Cancer Society of Malaysia
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Many people believe that it is the technical skills they don't possess that prevent them from success in their careers.

However human resource statistics have proven that while technical skills and experience will always be important when an employer is hiring or promoting, it is actually your communication skills that will be the ultimate reason in deciding whether or not you advance in your career and in life.

In a scenario where two or three individuals with similar skills are being interviewed for the same job, it has been shown that the individual who often gets that job is the one who communicates the best.

And in fact, there are times where an individual with lesser skill will get the job simply because of his or her communication abilities.

As radiographers our main occupational tools are our voices and gestures. We are always communicating either with patients or other healthcare personnel. We communicate verbally or non-verbally.

Verbal communication is what is spoken and non-verbal communication includes our facial gestures, hand signs, body language and written instructions. Most people we meet in our typical work day are frequently confused and disoriented.

They may have been given a shocking diagnosis or from a wild goose chase just trying to find their way to us. Therefore we have to be an effective communicator if we want to help guide them on their journey through the medical system that can sometimes be very frightening.

Now just about anybody can talk, and most of us can hear, but it takes time and effort to be an effective communicator. I am a great advocate and believer that good communication skills must be encouraged between radiographers and the people we come into contact with.

An effective communicator must:

1. take sincere interest in who they are speaking to
2. take the time to take the time
3. speak clearly and specifically
4. make others feel special

The first thing a keen communicator does is **take a sincere interest** in the person they are speaking to and what they have to say regardless of whether they find the conversation boring or irrelevant.

Unfortunately what really happens most of the time is that we often assume people will be asking us the same old things and we tend

to tune out. Or even worse we might interrupt someone's sentence or question half-way and give our comments and suggestions.

However if you want to become a good communicator you must take a sincere interest and want to understand another person by first of all asking the right questions and avoiding all distractions and concentrating on their replies. Asking the right questions and really listening to the answer is never time wasted. If you need more information before you can answer someone, ask for it. If you're confused by what you hear, get clarification. Asking does not make you look foolish but assuming will.

Your non-verbal gestures and actions will also show the other person whether or not you are truly interested with what they have to say. For example when someone starts talking to you and you keep your back to them they will take this gesture to mean that you are an unfeeling person. Plus you will not be able to determine if they are able to receive your instructions.

We must appreciate the fact that some people may have visual or hearing problems. So what you must do instead is turn around and be in their line of vision, make eye contact or touch them gently on the shoulder before you start to speak. Keen communicators use their words and actions to show true interest.

A good communicator also knows when to **take the time to take the time**. Do you hurry others along when they speak because you have more important things to do? Do you talk to somebody while they are doing something else just so you can complete your job on time?

Take this as an example: A person engrossed in reading something probably won't digest what you're trying to tell them because they are already focused on something else. When you continue talking to them without getting their attention you will notice that they do not seem to be following your instructions. This leads to confusion, frustration and results in you getting angry with that person but the truth is that you did not allow them to finish what they were doing before you started speaking.

You may sound like you care but your actions prove otherwise. Studies have shown that if there is a contradiction between one's words and one's actions, the truth is always perceived to be in the person's actions. So do not be in a hurry when you are giving necessary information. Your ability to give replies that are well thought out and based on fact reflects on your character.

Furthermore you must allow the person you are speaking to the time and opportunity to interact with you because they will judge your competency from your response. And so a good communicator does not respond just on speculation or pure emotion but knows what to say and when to say it.

Being **clear and specific** about what you mean leaves little room for miscommunication. When clear communication is important, it can be a good idea to plan what you want to say before you share it with another person. You do not need to use very flowery bombastic words rather keep it simple and do not confuse anyone.

When we know a subject very well we easily forget that those we are speaking to might have little or no knowledge of what we are talking about and perhaps it is the first time they are hearing it. It is easy to get irritated with annoying repetitive questions or statements and when you reply in annoyance it is reflected in your voice.

Practice how to use your voice correctly. It is never ever necessary to raise the volume of your voice to be understood instead inject some firmness to the tone of your voice to emphasize what you mean. Your voice tone and volume level is the difference between a skilled communicator who is easily understood and someone who is struggling to get the message across effectively furthermore no one ever takes the advice of an angry shouting person.

Therefore **making others feel special** is at the heart of communication success. When someone feels validated and heard, they will usually respond better to you.

Skilled communicators pick up on the little things that are important to others and remember things like names, previous complaints or information given to them. Communication is after all a 2-way process or involves 2-way understanding. When you're talking, you're telling somebody else what you already know. But when you're listening, you may learn something new.

So to become a skilled communicator you must know when to stop talking and to just listen. Sometimes when we are in a position of authority many of us have a tendency to talk-down to someone but if you are a skilled communicator you will have empathy for another's feelings and problems.

By empathising with how they feel you build harmony with them to create rapport. When you talk about how somebody else felt, you move the focus from their problems to a person with whom they can relate to. It makes them part of a group that has the same problems.

Lastly do remember that we are all works in progress and we are not perfect yet. But by taking small gradual steps to improve our communication effectiveness, we will reap long-term professional and personal rewards.

It is vital that we appreciate these many facets of communication to become an effective communicator. In our occupation most of us are clad in white overcoats or hospital scrubs which can either be intimidating or reassuring.

So it is how we use our verbal/non-verbal communication skills that will help us develop effective communication skills in our daily life situations.

When power leads man toward arrogance,
poetry reminds him of his limitations.
When power narrows the area of man's concern, poetry
reminds him of the richness and diversity of existence.

When power corrupts, poetry cleanses.

John F. Kennedy

35th President of America (1961-1963)

Writing an Abstract for a Conference Paper

The single most important thing about an abstract is that it is a short document that is intended to capture the interest of a potential reader of your paper. Thus in a very important sense it is a marketing document for your full paper. If the abstract is poorly written or if it is boring then it will not encourage a potential reader to spend the time reading your work or the potential audience to view your live presentation.

Thus the first rule of abstract writing is that it should engage the reader by telling a person what your paper is about and why they should read it. The title of the proposed paper is most important. Short attention-catching titles are the most effective. However, it is also important, for a conference paper, to ensure that the title describes the subject you are writing about.

With regards the body of the abstract you need to make a clear statement of the topic of your paper and your research question. You need to say how your research was/is being undertaken. For example, is it empirical or theoretical? Is it quantitative or qualitative? Perhaps it follows the critical research method. What value are your findings and to whom will they be of use?

The abstract should then briefly describe the work to be discussed in your paper and also give a concise summary of the findings. Finally your abstract should not include diagrams and in general references are not required in the abstract.

The marketing of your proposed paper needs to be done within the word limit of 100 to 300 words (not including presenter information and title). It is poor practice not to use the 100 words and it is considered a bad tactic to go over the limit of 300.

Currently abstracts are often:

1. Too short. Some Abstracts are less than 50 words.
2. Too long.
3. Do not explain what the proposed paper is about.
4. Spend too long defining the general topic of the paper as opposed to the particular issues the paper intends to address.
5. Boring.

An acceptable structure for an abstract includes:

1. Background: A statement of the hypothesis or research question.
2. Methods: An explanation of the study design and experimental methods used.
3. Results: A concise summary of the major findings of the experiment or study. Sufficient data must be provided to permit evaluation by the reviewers and public reading the abstracts. Statements such as "additional information to be presented at the meeting" are not acceptable.
4. Conclusion: Summary of the overall findings and the importance of the study.

Finally many journals and conferences are now requiring a short biography to be sent to the conference along with the abstract. The biography usually needs to be about 50 to 60 words long and a passport photo is also normally required.

Latest radiotherapy tactics quell cardiac hazards for Post-surgical Breast Cancer Treatment

Traditional techniques of chest wall radiotherapy for early breast cancer have the unintended side effect of bathing the heart and great vessels in radiation. The result has been an increased risk of cardiac and stroke deaths that has completely canceled out the reduction in mortality due to breast cancer.

But today with 3-D CT (3 Dimensional Computed Tomography) treatment planning, the use of tangentially directed fields, and selective application of electron beams having limited penetration over important areas, it's possible to treat the chest wall with full-dose radiation and yet essentially miss the heart.

A major meta-analysis of 10- and 20-year survival in 20,000 women who participated in randomised trials of radiation therapy for early breast cancer demonstrated that radiotherapy reduced the rate of local recurrences by two-thirds.

This two-thirds relative risk reduction was seen consistently regardless of whether patients were lymph node—positive or —negative, treated by lumpectomy or mastectomy and with or without systemic chemotherapy.

Radiation therapy also reduced the risk of distant metastases. And it reduced the risk of breast cancer mortality by an average of 13% annually beginning 2 years post radiotherapy

Local failures can lead to distant dissemination. If you reduce the risk of local failure you reduce the rate of distant metastatic disease and decrease a patient's chance of ultimately dying of her breast cancer. It spurs us to want to maintain maximal local control in any woman with breast cancer who we treat the first time around.

A disturbing development documented in the meta-analysis was that at the same time radiotherapy decreased deaths due to breast cancer, it increased deaths from other causes by 21% annually, with the bulk of these deaths coming from vascular causes.

Overall 20-year survival was 37% among women randomized to radiotherapy and 36% in controls (Lancet 3551:757-70, 2000).

Interestingly there was a statistically significant 11% annual improvement overall survival with radiotherapy following lumpectomy compared with lumpectomy alone.

This was because radiotherapy in lumpectomy patients doesn't routinely strike the heart, unlike the case with the classic post-mastectomy radiotherapy techniques.

Randomised trials involving modern sophisticated methods of post-mastectomy radiation dose delivery that spare the heart don't show any increase in cardiac mortality so far.

Idealism and realism in patient care during radiotherapy treatment

Patient care in radiotherapy would benefit from different perspectives for better patient support.

Patients in a radiotherapy department have multiple problems or issues to handle. Patients are confronted with among other things

- ♦ a complex and unknown distressing space – most of our waiting areas are very unfriendly and uncomfortable even for the hale and hearty
- ♦ irrelevant information – patients are always passed along a string of counters or information desks before they can get the answers they need and by this time they would have already spent up most of what little energy they might have
- ♦ a host of side effects – some physical yet many psychological but all the same needing attention and explanation to help them cope, understanding sometimes helps the healing process
- ♦ isolation from others – this might occur either voluntarily by the patient because they are ashamed of their disease, appearance or contaminating others, and sometimes isolation

takes places when the public or family members refuse to be near a patient due to unfounded fears which results in the next chain of events..

- ♦ frequent inadequate support of their family or the caregiver's team
- ♦ fear of a definitive abandonment at the end of the treatment without comforting follow-up.

And so it is imperative to improve the support a patient receives by:

- ♦ Training of the caregivers (in spite of a frequent overbooking technical work) is required in a multi-disciplinary approach to provide a relevant reception with the collaboration of psychologists, social workers and self care groups and associations.
- ♦ The personal implication of the physicians and technologists are also essential.
- ♦ The simple smile is the intangible proof of the reliable emotional support that can be given.

The 4th Asian Breast Diseases Association (ABDA) Teaching Course, November 3-4, 2006, Chiang Mai, Thailand

The Asian Breast Diseases Association (ABDA) has been growing from strength to strength, from its 1st course in Jakarta in 2003, followed by Hong Kong in 2004, Kuantan, Malaysia in 2005 to the 4th one this year held in Chiang Mai, Thailand. Chiang Mai is a beautiful province with temperate weather in northern Thailand and is popularly known as "The Rose" of the North. The theme of this year's course was **'Emerging Concepts in the Diagnosis and Management of Breast Diseases'**. The event was spread over two days and the course programme consisted of comprehensive and intensive lectures on all aspects of breast imaging and management of breast diseases. This teaching course is committed to a multi-disciplinary sharing of knowledge, expertise and experience in the field of breast diseases in the Asian region.

Papers presented by local and foreign experts included discussions on improving Mammography techniques, the use of Magnetic Resonance Imaging (MRI) in breast disease detection, the role of Ultrasound in management of breast disease, introductions to Positron Emission Tomography-Computed Tomography (PET-CT) in cancer detection, interventional procedures and innovations in breast diseases management. Research work done was shared through poster presentation. Some important topics highlighted were on digital mammography, the expanded role of breast ultrasound, breast MRI, image quality and dose, mammography quality assurance (QA), pathology of breast cancer, nurse's role during the diagnostic phase, image-guided biopsy, role of radiation

and systemic therapy in early and advanced breast carcinoma and cases presented from various countries. There was also a technical exhibition featuring the latest equipment and software with regards to breast imaging.

There was a turnout of over 200 participants at the conference venue; The Imperial Mae Ping Hotel, which is very conveniently, located in Chiang Mai's business, historical, cultural and shopping area. The ABDA participants were treated to a 'Kantoke Dinner', featuring many northern traditional dishes and were also entertained with delightful folk dances. The residents of Chiang Mai celebrated the "Loi Krathong Festival" on the 5th November 2006, during which 'Krathongs'-banana leaf cups with candles were floated on to the Mae Ping River and 'Khom Loi' lanterns were flown into the sky, creating a memorable sight and an atmosphere of tranquility.

Overall the ABDA conference was a fruitful experience with the scientific sessions well presented by some of the best members of the fraternity in the Asian region. Last but not least Chiang Mai gave the delegates a very unique, memorable experience with its friendly and welcoming people. I am certainly looking forward for the 5th ABDA Teaching Course in Singapore!

Ravi Chanthriga
SINARAN Editorial Committee

Radiation Oncology Seminar: Advances in Radiation Therapy Technologies Auditorium, National Cancer Centre, 11 Hospital Drive, Singapore

A Radiation Oncology Seminar was organised on the 23rd of September 2007 at the National Cancer Centre, Singapore.

I had the privilege to attend the three and a half hours first joint seminar of the Singapore Society of Radiographers and the Singapore Society of Medical Physicists. The seminar was attended by 30 persons from various institutions. There were four presentations: Physics of PET/CT (Positron Emission Tomography / Computed Tomography) and its use in Radiation Oncology, Tomotherapy: Helical MVCT (Multislice Volume Computed Tomography) -guided IMRT (Intensity Modulated Radiotherapy), The Current status of Proton Therapy, Permanent Implant-Prostate Brachytherapy. These topics were related with the latest developments and future expectations of the delivery of treatment for the cancer patient. The papers were presented by 4 Medical Physicists from different hospitals.

Proton Therapy is still a matter of discussion at the time of this seminar and the other modalities discussed are still at trial stage; however Permanent Implant Prostate Therapy is widely used by various radiotherapy departments in Singapore. Proton Therapy is currently only being used in Japan and China, it is a very costly venture that requires huge government backing and funding.

I enjoyed the seminar very much especially the hospitality of the Singaporean radiographers. I was the only Malaysian attending the seminar and was privileged to learn a lot from the seminar which I could share with my other colleagues at work. I would like to extend my gratitude to Mr. Michael Ong, Ms. Tan Chek Wee, Mr. Zhang Feng and others who had welcomed me and made my trip to the Singapore National Cancer Centre a memorable one.

Goh Mey Lih
Radiation Therapist
National Cancer Society of Malaysia

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TOWARDS A BETTER YOU

A GLASS OF WATER

A lecturer, when explaining stress management to an audience, raised a glass of water and asked, "How heavy is this glass of water?"

Answers called out ranged from 20g to 500g.

The lecturer replied, "The absolute weight doesn't matter. It depends on how long you try to hold it." "If I hold it for a minute, that's not a problem. If I hold it for an hour, I'll have an ache in my right arm. If I hold it for a day, you'll have to call an ambulance." "In each case, it's the same weight, but the longer I hold it, the heavier it becomes."

He continued, "And that's the way it is with stress management. If we carry our burdens all the time, sooner or later, as the burden becomes increasingly heavy, we won't be able to carry on." "As with the glass of water, you have to put it down for a while and rest before holding it again. When we're refreshed, we can carry on the burden."

"So, before you return home tonight, put the burden of work down. Don't carry it home. You can pick it up tomorrow. Whatever burdens you're carrying now, let them down for a moment if you can. Relax; pick them up later after you've rested. Life is short. Enjoy it!"

CUPS OF COFFEE

A group of alumni, highly established in their careers, got together to visit their old university professor. Conversation soon turned into complaints about stress in work and life. Offering his ex-students some coffee, the professor went to the kitchen and returned with a large pot of coffee and an assortment of cups made of: Porcelain, Plastic, Glass, Crystal, Some ordinary looking, some expensive, some exquisite. He told them to help themselves to hot coffee.

When all the students had a cup of coffee in their hands, the professor said: "If you noticed, all the nice looking expensive cups were taken up, leaving behind the plain and cheap looking ones. While it is but normal for you to want only the best for yourselves, that exact reaction is actually the source of your problems and stress."

"What all of you really wanted was coffee, not the cup, but you consciously went for the best cups and worse, you were eyeing each other's cups."

"Now if life is coffee, then the jobs, money and position in society are the cups. They are just tools to hold and contain Life, but the quality of Life doesn't change. Sometimes, by concentrating only on the cup, we fail to enjoy the coffee in it."

So folks, don't let the cups drive you... enjoy the coffee instead.

SCARS OF ANGER

There once was a little boy who had a bad temper. His father gave him a bag of nails and told him that every time he lost his temper, he must hammer a nail into the back of the fence.

The first day the boy had driven 37 nails into the fence. Over the next few weeks, as he learned to control his anger, the number of nails hammered daily gradually dwindled down. He discovered it was easier to hold his temper than to drive those nails into the fence....

Finally the day came when the boy didn't lose his temper at all. He told his father about it and the father suggested that the boy now pull out one nail for each day that he was able to hold his temper. The days passed and the young boy was finally able to tell his father that all the nails were gone.

The father took his son by the hand and led him to the fence. He said, you have done well, my son, but look at the holes in the fence. The fence will never be the same. When you say things in anger, they leave a scar just like this one. You can put a knife in a man and draw it out. It won't matter how many times you say I'm sorry, the wound is still there.

A verbal wound is as bad as a physical one. Friends are a very rare jewel indeed. They make you smile and encourage you to succeed. They lend an ear, they share words of praise and they always want to open their hearts to us.

TWO SIDES OF THE COIN

This is the honesty of oil magnate John D. Rockefeller who was asked,

"How much money does it take to make a man happy?"

Mr. Rockefeller reportedly replied, "One dollar more."

And there is the practicality of comedian Jackie Mason who said,

"I have enough money to last me the rest of my life, unless I buy something."

So 'Beware! Don't be greedy for what you don't have. Real life is not measured by how much we own'

Let us not look back in anger or forward in fear, but around in awareness.
- James Grover Thurber – an early 20th century American humorist and cartoonist

Welcome to www.eur.org
We look forward to seeing you in March 2007

March 9–13
Vienna/Austria **2007**

Highlights

There will be a new categorical course on multidetector Computed Tomography (CT), with lectures presented by many of the best radiologists in the world.

An e-learning centre with the possibility for voluntary self assessment will complement the lectures and interactive teaching sessions.

It will be held at the newly designed and renovated Austria Center, which will provide more space and an attractive environment for teaching.

ECR 2007 will be the second official congress of the European Society of Radiology (ESR), a society open to all European radiologists and a unique opportunity to represent the scientific, educational, and political needs of radiologists in Europe and worldwide.

ECR (European Congress of Radiology) 2007 will be the largest meeting for medical imaging in Europe with its more than 16,000 participants from 92 countries.

Congress Venue: Austria Center Vienna
Bruno Kreisky Platz 1AT . 1220 Vienna, Austria

Congress language: English

Contact person:

Ms. Evamaria POMPER
European Society of Radiology (ESR)
Marketing Assistant

ESR Office: Neutorgasse 9, AT-1010 Vienna
phone: +43-1-5334064-0, ext. -34
fax: +43-1-5334064-447
mailto:epomper@eur.org,

* Registration as Resident / Radiographer or Hospital Manager

For registrations as Resident or Radiographer a confirmation from your head of department has to be presented at the registration desk. Hospital Managers have to present a written confirmation of their status on official hospital letter paper upon registration.

** Registration as Student

A registration as Student has to be accompanied by a valid student ID in English.

Name changes

Name changes are not possible. New registration and payment is required.

Cancellation

ECR offers all pre-registered participants the possibility to take out a cancellation policy with our partner "Europäische Reiseversicherung". Thus, ECR itself will not refund any registration fees. All requests have to be issued to the "Europäische Reiseversicherung" directly. Refunds will be given according to the terms and conditions of the "Europäische Reiseversicherung".

REGISTRATION FEES

	until Dec. 1, 2006	until Jan. 14, 2007	after Jan. 14, 2007
Full Fee Member	• 230.-	• 330.-	• 450.-
Full Fee Non-Member	• 420.-	• 540.-	• 650.-
Resident* Member	• 150.-	• 190.-	• 260.-
Resident* Non-Member	• 250.-	• 310.-	• 440.-
Radiographer*	• 100.-	• 140.-	• 180.-
Hospital Manager*	• 100.-	• 140.-	• 180.-
Student** Present from Home	not applicable	not applicable	free
Radiographer Present from Home	• 120.-	• 120.-	• 120.-
Member Present from Home	• 180.-	• 180.-	• 180.-
Non-Member	• 300.-	• 300.-	• 300.-
Single Day Ticket	not applicable	not applicable	• 235.-
Single Half Day Ticket	not applicable	not applicable	• 150.-

To qualify for the reduced ECR member registration fees at ECR 2007, ECR membership fees for the year 2006 must have been settled by October 31, 2006.

All other participants will have to register as non-members.

Payment

Registration and/or ECR membership fees are to be paid in EURO:

- in cash
- by credit card (Visa or Eurocard/ Mastercard)

No cheques or bank transfer transaction slips will be accepted.



MALAYSIAN SOCIETY OF RADIOGRAPHERS STUDY DAY

DEVELOPING THE SERVANT LEADER IN YOU

27 January 2007

Hotel Palace of Golden Horses

REGISTRATION FORM

Please print clearly, completing all the blanks.

☐ Mr ☐ Mrs ☐ Miss ☐ Ms

Family Name: _____ Middle Name: _____ First Name: _____

Organisation: _____ Position: _____

Address: _____

City: _____ State/Province: _____ Postal Code: _____ Country: _____

Tel: _____ Fax: _____ Email: _____

REGISTRATION FEE

Study Day

Life / Ordinary Member: ☐ RM 200.00

Associate Member: ☐ RM 150.00

HOTEL RESERVATION

PALACE OF GOLDEN HORSES

03-89432333

RM260 - RM280 nett PER ROOM

☐ Vegetarian ☐ Non-Vegetarian

No on site registration

Methods of Payment:

☐ Bank draft / cheque in Ringgit Malaysia made payable to "Malaysian Society of Radiographers"

☐ Bank Draft / Cheque Number:

Cancellation and Refund

- 1) Notice of cancellation must be received on or before 13th January 2007 by e-mail, fax or regular mail. There will be no refund for notice of cancellation received after 13th January 2007.
- 2) The Organiser reserves the right to alter the content and timing of the programme for reasons beyond its control.
- 3) Registration with full payment only will be accepted.

For registration:

MSR Secretariat, c/o Department of Diagnostic Imaging, Kuala Lumpur Hospital, 50586 Kuala Lumpur. Tel: 603-26155934, 603-20923995 ext. 731.
H/P: 012-3909135 (Salmah), 012-2956354 (Packya), 012-6346509 (Sawal). Fax: 603-26984035. email: ms_radiographer@yahoo.com



Palace of the Golden Horses

Jalan Kuda Emas, The Mines Resort City,
43300 Seri Kembangan, Selangor Darul Ehsan, Malaysia.

Telephone: (603) 8943 2333 Fax: (603) 8943 2666

E-mail: pgh@signature.countryheights.com.my

Website: <http://www.mines.com.my>



Palace of the Golden Horses is situated on the shores of a magnificent 150-acre lake in The MINES Resort City. Just minutes from Kuala Lumpur city centre, this luxury hotel with 480 rooms and suites offers a harmonious blend of Moorish architecture and Malaysian culture. The hotel is 20 minutes drive from Kuala Lumpur

city centre. It is 35 minutes from the Kuala Lumpur International Airport (KLIA), while Petaling Jaya is 20 minutes away via the Federal Highway. Guests can reach Putrajaya, the government's new administrative centre within 20 minutes by car.

All 400 rooms and 80 suites feature two-line telephone with voice-mail and data port as well as a full-size working desk, including cable

television, a fully-stocked private bar, hairdryer, make-up mirror, coffee maker, electronic in-room safe and convenient bedside controls for lights and air-conditioning. Bathrooms are spacious with separate steeping tub and shower.



MSR Study Day January 2007

Why you should attend?

If you are keen to develop strong leadership qualities for your personal and professional advancement

What can you learn?

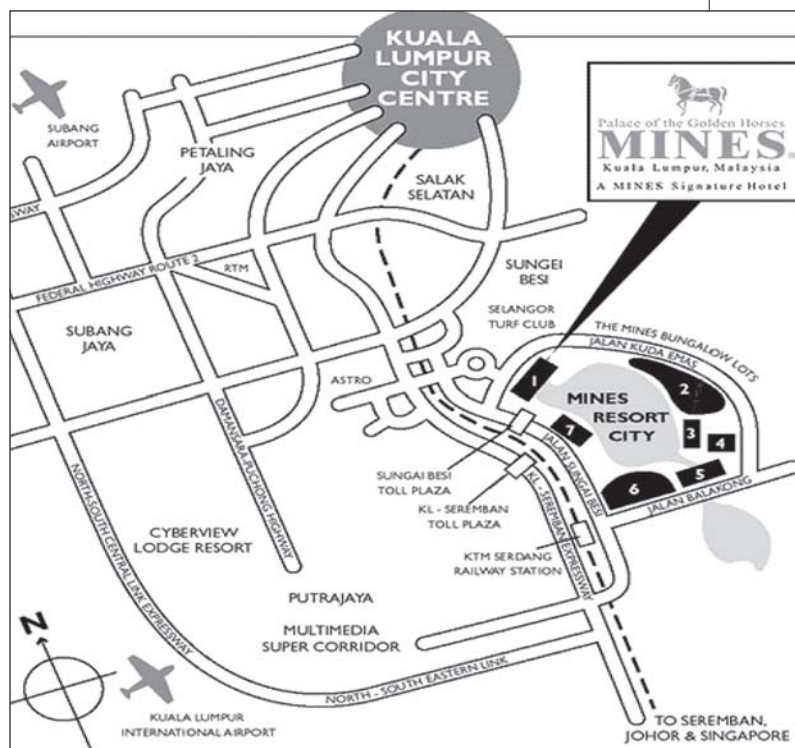
Participants will discover new things about themselves, how to deal with challenging situations, and also how big corporate players run strong departments

What if you miss it?

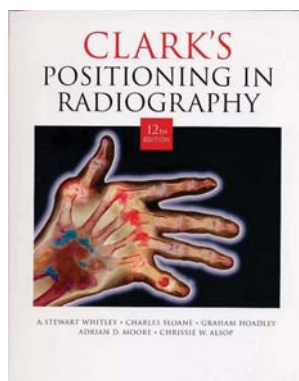
Then you miss a golden opportunity to listen to some of the top speakers locally and from abroad with massive experience and valuable information from their respective fields

Make a commitment to register today!

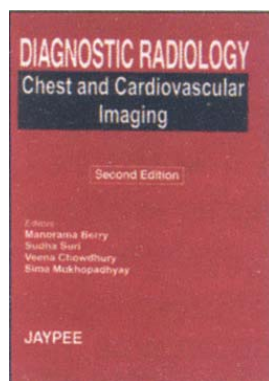
Thank you,
The MSR Organising Committee



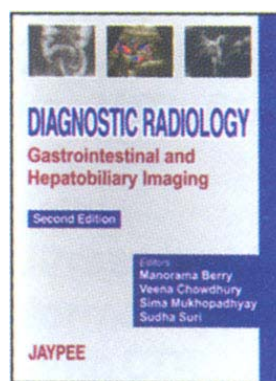
- 1 PALACE OF THE GOLDEN HORSES
- 2 MINES RESORT & GOLF CLUB
- 3 MINES BEACH RESORT & SPA
- 4 MALAYSIA INTERNATIONAL EXHIBITION & CONVENTION CENTRE (M.I.E.C.C.)
- 5 MINES SHOPPING FAIR
- 6 MINES WONDERLAND
- 7 MINES WATERFRONT BUSINESS PARK



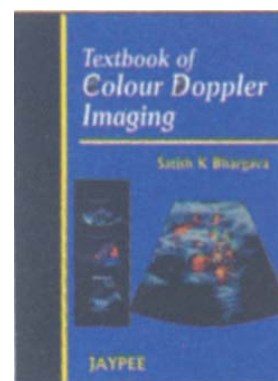
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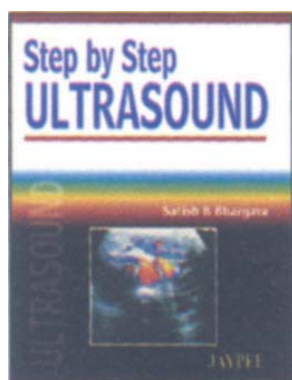
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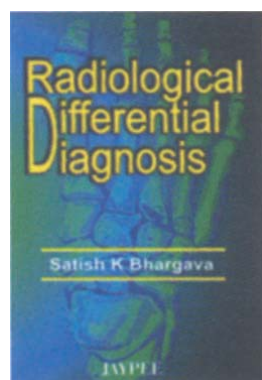
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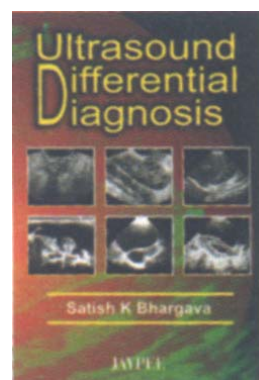
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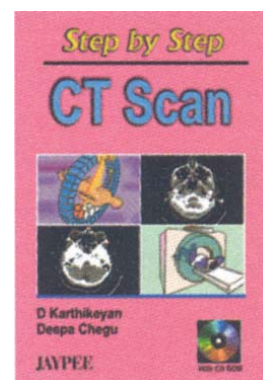
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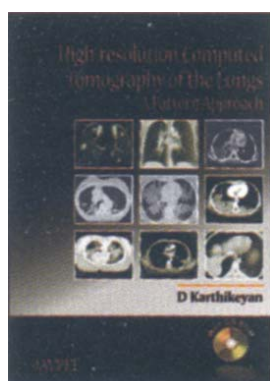
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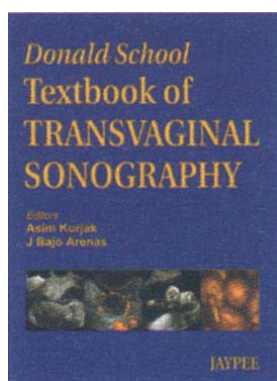
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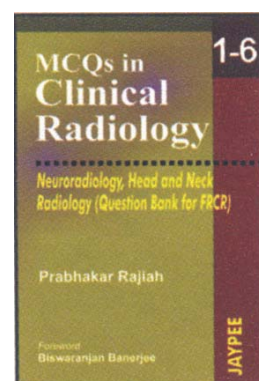
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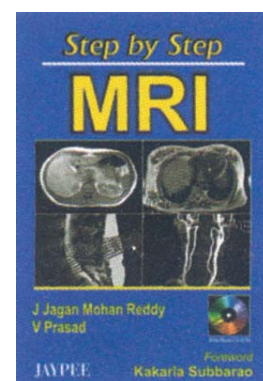
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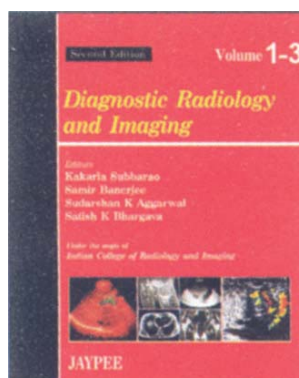
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(Books, Equipments & Lab coat & others - Medical)

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