

JOB DESCRIPTION

JOB DETAILS	
Job Title	Chief Clinical Physiologist in Urological and Gastrointestinal Physiology
Reports to	Chief Clinical Physiologist Team Manager
Band	Band 7
Department/Directorate	Clinical Measurements Dept/Surgical Services

JOB PURPOSE
<p>Primarily working within the Urological speciality providing specialist healthcare science input to the Urological Physiology services.</p> <p>Providing support to other departmental physiological services, particularly Gastrointestinal physiology as and when appropriate.</p> <p>Maintaining and developing the departments activities.</p>

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
<ul style="list-style-type: none"> • Independently undertake a range of physiological measurements, often of a complex and non-routine nature. • Compile a detailed report relating to the physiological measurement investigation via interpretation of relevant technical detail and transferring this into a coherent and understandable format • Receive and categorise often complex referrals; producing advanced scientific reports. • Prioritisation of clinical workload to ensure effective delivery of Urological physiology services. • Participate in regular quality control regimes for all diagnostic equipment, which requires precision and co-ordination. • Support additional physiological measurements services outside of lead discipline(s) as appropriate. • Assist in the training of Healthcare Scientists and other Medical / Non-medical Staff where appropriate. • Ensure patient information leaflets, protocols, PGDs etc. are kept up to date and valid. • Participate in stock control and ordering • Participate in the evaluation and commissioning of new equipment when necessary. • Participate in a rota offering a satellite urodynamics clinic in North Devon. Including travel to Barnstaple in own vehicle. • Participate in Clinical Audits • To attend relevant training and educational courses as appropriate • To help ensure Urological Physiology services are meeting local, national and where necessary international guidelines.

KEY WORKING RELATIONSHIPS

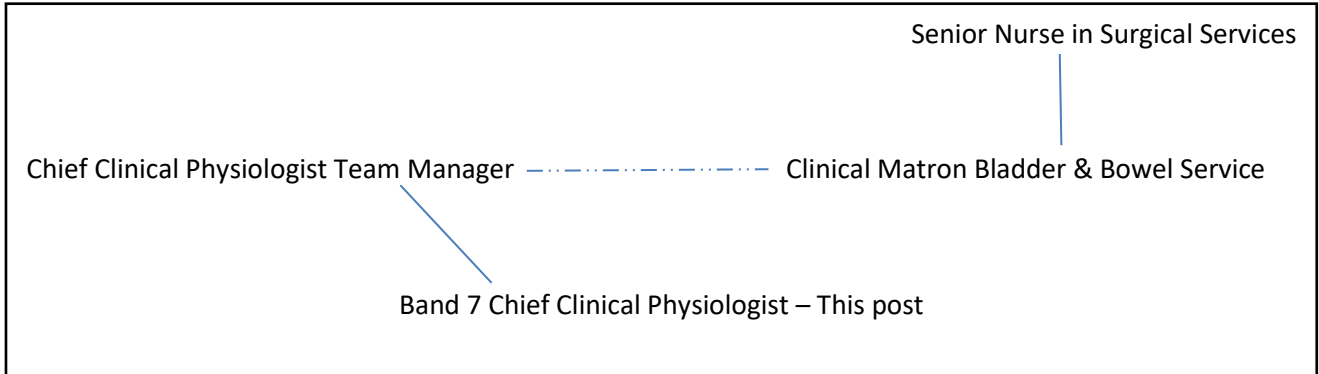
The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis. In addition the post holder will deal with the wider healthcare community, external organisations and the public. This will include verbal, written and electronic media.

Of particular importance are working relationships with:

Internal to the Trust	External to the Trust
<ul style="list-style-type: none">• Clinical Physiologists• Clinical Scientists• Consultant Urologists, Gynaecologists, Gastroenterologists, and Colorectal surgeons• Bladder and Bowel Care Team• Clerical/Administrative Staff• Medical/Nursing Students	<ul style="list-style-type: none">• Community Bladder & Bowel Care Nurses & Physiotherapists• Medical Representatives and Engineers• Clinical Physiologists and Scientists from other trusts.• Patients and Relatives

ORGANISATIONAL CHART

4. ORGANISATIONAL CHART:



Key: Denotes Line Management accountability
 Denotes a Clinical liaison reporting relationship

The following sections outline the dimensions of the role so that the job evaluation panel can understand the scale, scope and impact of the role.

FREEDOM TO ACT

Works as an advanced practitioner in the hospital setting without immediate supervision
Conducts investigations independently without immediate supervision but under managerial and service operating guidelines.
Adheres to professional and organisational standards of practice.
Is professionally accountable for all aspects of your own work, within the context of an autonomous practitioner.
Uses own knowledge, skills and experience to determine when investigation is complete and comprehensive enough to end examination.
Undertakes Interpretation of complex data and compiles investigation reports which rarely require managerial input.
Initiates and leads specific projects as required without immediate supervision but under managerial guidelines
Works with the nursing and medical teams to contribute towards, lead and support decisions about patient care.
Works with the Urological Physiology team manager to lead and support development of the service
Promotes and participates in Clinical Audit to develop and establish standards.
Actively participates in Multidisciplinary Team (MDT) meetings to aid decision making around patient care.
Works with other members of the team to identify, assess and develop plans for minimising clinical risk, ensures compliance with Health and Safety policies, and reflects on significant events.

COMMUNICATION/RELATIONSHIP SKILLS

Communication with a range of healthcare professions including Physiologists, Scientists, Nurses, Consultants and Senior Managers, along with Patients and Carers relating to various aspects of the service, including referrals and complex reports which can contain emotionally charged and sometimes time critical information.

Communication of investigation results via Interpretation and assimilation of relevant technical detail into a coherent and understandable written report format is vital. Communication of results can additionally be verbal in nature in order to successfully communicate the results to the necessary multi-disciplinary

teams in a timely manner in relation to on-going patient care. Offers advice to clinicians, where appropriate, on the findings of investigations, and possible further investigations etc.

Communicate with administrative staff relating to patient appointments, referrals, waiting lists and clinic allocation.

Communicate the intricacies of the diagnostic test procedures to the patient/relatives/carers in an appropriate, professional and informative manner. The nature of the complex and sometimes distressing urological and gastrointestinal issues patients are being investigated for requires delicate, sensitive and adaptable communication to meet the needs of a diverse patient population including children and those with learning disabilities, dementia and mental health issues. Tact, reassurance and persuasive skills are often required to guide patients through the investigation and to reassure them that the sometimes embarrassing consequences of the investigative procedure (for example incontinence) are expected and completely acceptable.

Communicate with company representatives to obtain quotes for stock or to discuss equipment faults and errors.

ANALYTICAL/JUDGEMENTAL SKILLS

Post holder has highly specialised knowledge, training and experience in Urological and Gastrointestinal physiology.

Investigates and assimilates evidence and then interprets the relevance of this evidence to form a report which will guide treatment. Provides expert opinion on the content of reports. Where sections of data/traces are un-interpretable decide if sufficient evidence has been identified from the remaining data or whether the investigation needs to be abandoned/rebooked or whether an alternative investigation is more appropriate.

Additionally, undertakes interpretation and reporting of paediatric and neurological investigations, compiling reports that do not always conform to recognised normal ranges but can be communicated as trends and patterns of function.

Currently holds an up to date UK Continence Society certification in Urodynamics, and has a highly specialised understanding of Urological investigative equipment enabling the prompt identification of problems, errors, and equipment failures.

Participates in relevant clinical audits and research.

PLANNING/ORGANISATIONAL SKILLS

Plans and prioritises own workload on a daily basis in accordance with clinical demands

Prioritises patient referrals based on clinical urgency

Collaborates across other disciplines and areas in order to arrange and perform patient investigations. Advance planning regarding patients' appointments which may require communication and planning based on staff and equipment availability or test results.

Works with members of the team to ensure patient information leaflets, protocols, PGDs, risk assessments, etc. are kept up to date and valid, requires organisational skills to ensure these assessments are updated in a timely manner.

PATIENT/CLIENT CARE

Has direct contact with patients to perform Urological and Gastrointestinal physiology investigations. This involves communicating the nature of investigations, reassuring and responding to patient needs and balancing the requirements of the quality of the investigation against the emotional/support

requirements of the patient. Most tests performed are not passive and require patient input and co-operation, the results of which directly impact on patient treatment and care.

Investigations are adapted as appropriate to align with patients' abilities, and do not necessarily follow a set process. Physiologist uses own knowledge and skills, and adapts practice to obtain optimal results for the patient.

Often communicates with patients and carers in advance or following an appointment to plan their care or offer advice post-procedure. Communication can be in both verbal and/or written format

Treats all patient information with confidentiality in accordance with relevant policies

POLICY/SERVICE DEVELOPMENT

Contributes towards the development of Urological and Gastrointestinal Physiology investigations including the development of Standard Operating Procedures, Patient Information leaflets, Protocols, Patient Group Directives, and Clinical Audits

Investigations are adapted as appropriate to align with patients' abilities, and do not necessarily follow a set process. Physiologist uses own knowledge and skills, and adapts practice to obtain optimal results for the patient.

Attends national/international conferences and meetings in order to inform and update clinical practise.

Keeps up to date on relevant clinical guidance and policies and applies this into practice as agreed locally.

Involved in evaluating and commissioning new urodynamic equipment.

Undertakes scientific work to calculate optimal setting for urodynamic equipment

FINANCIAL/PHYSICAL RESOURCES

Contributes towards the evaluation of new equipment and consumables associated with the service.

Calibrates equipment and ensures the accuracy/validity of data.

Participates in stock control ensuring items are ordered items in a timely manner in suitable quantities.

Communicates with company representatives to obtain quotes for stock and relating to equipment repairs.

Participate in regular quality control and calibration regimes for diagnostic equipment used.

Contributes towards the undertaking of risk assessments to help ensure the safety and security of staff, patients and others.

HUMAN RESOURCES

Involved in delivering teaching and training to multi-disciplinary staff relating to the investigations undertaken in the department

Participates in delivering Ultrasound Bladder Scanning courses and assesses competencies of staff following such training.

Facilitates and supervises the development of other Physiologists, Nurses and Healthcare Assistants within the service as appropriate

Works in conjunction with nursing staff to perform patient investigations whereby the physiologist guides the investigation as appropriate and relays this information and requirements to the supporting staff.

Is involved in booking bank staff

INFORMATION RESOURCES

The majority of the investigative equipment utilised is computer operated and utilises software and databases which are frequently used to record and analyse data, and to compile reports.(Eg Investigations are conducted on specialist equipment ,then uploaded to the network location. They are then downloaded to the postholders desktop or laptop for analysis and compilation of a diagnostic report) Additionally, the role involves producing scientific reports that require interpretation, statistical analysis and graphical presentation utilising nomograms and figures that are compared to normal ranges. These reports are complex and inform patient care and treatment.

Post holder participates in Clinical audit, the results of which require statistical interpretation and which inform patient care.

Utilises computers for other activities such as compiling risk reports, documenting communication with patients, staff and others

RESEARCH AND DEVELOPMENT

Involved in evaluating and commissioning new urodynamic equipment.

Undertaken scientific work to calculate optimal setting for urodynamic equipment

Participates in clinical audits.

Contributes to national research projects such as UPSTREAM trial, FUTURE study etc.

Ensures clinical practice developments are based on best available evidence and participates in the development of evidence based clinical guidelines and protocols for the Urological Physiology service Reviews and disseminate new information to relevant staff.

Conducts regular calibration as a part of quality control process using quantitative measuring instruments. Maintain or keep a log report of calibrated values which is referenced to a known or recommended set of parameters.

PHYSICAL SKILLS

Involved in daily clinics involving delicate procedures of an invasive (eg Urethral catheterisation /passing pressure catheters per rectum) and non-invasive (eg Bladder Scanning /performing a flow rate) nature where the patient may be distressed, in discomfort or uncooperative. The ability to perform speedy, accurate and precise investigation and analysis enables diagnosis, and limits patients' distress and discomfort.

Setting up of equipment requires precision and co-ordination to ensure water filled lines, infusion sets, syringes, pullers and pumps are set up optimally.

Participate in regular quality control regimes for all our diagnostic equipment, which require precision and co-ordination.

Attends wards to perform ultrasound bladder scans which involves pushing a wheeled scanner to the ward.

PHYSICAL EFFORT

Manual handling to assist patients as appropriate some of whom may be inpatients, elderly or frail.

Stock control involving moving and unpacking boxes of consumables

Moving equipment around rooms

Moving Ultrasound scanner to wards

Urological investigations involve working in confined and restrictive space and conditions due to the nature of the equipment and its proximity to the patient.

Clinics are carried out daily

Role involves travelling to Barnstaple to provide Urodynamics service at Northern Devon Healthcare Trust as part of a rota.

MENTAL EFFORT

Frequent periods of concentration required in order to set up, conduct, analyse and report on highly specialised investigations, whilst ensuring that local and national guidance is adhered to.

Frequent periods of concentration required to triage and categorise referrals.

Frequent periods of concentration required to conduct quality control regimes for diagnostic equipment.

Occasional periods of concentration required to train Healthcare Scientists and other Medical / Non-medical Staff.

Occasional periods of concentration required to ensure patient information leaflets, protocols, PGDs etc. are kept up to date and valid.

Frequent periods of concentration required to undertake stock control and ordering

Occasional periods of concentration required to participate in the evaluation and commissioning of new equipment when necessary.

Frequent periods of concentration required to participate in a rota offering a satellite clinic in North Devon.

Concentration required to maintain and improve in-depth specialist knowledge within clinical field

EMOTIONAL EFFORT

Patients frequently attend with distressing, life limiting conditions, or life-threatening conditions (for example distressing incontinence or prostate/bladder cancer) which requires delicate, sensitive and adaptable communication. Postholder will not directly be giving bad news.

Sensitive and adaptable communication need to meet the needs of the diverse patient population seen (including children and those with learning disabilities, dementia and mental health issues.)

WORKING CONDITIONS

Patients can occasionally become aggressive and threatening, and appropriate communication is required to diffuse the situation.

Exposure to bodily fluids such as urine, faeces and occasionally vomiting is expected

Staff are required to disinfect and clean equipment with appropriate cleaning solutions/wipes.

Frequent use of VDUs and other electronic equipment.

Required to drive to North Devon to participate in satellite clinic.

OTHER RESPONSIBILITIES

Take part in regular performance appraisal.

Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling

Contribute to and work within a safe working environment

You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection

As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust's disciplinary policy) up to and including dismissal.

You must also take responsibility for your workplace health and wellbeing:

- When required, gain support from Occupational Health, Human Resources or other sources.
- Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health.
- Follow the Trust's health and wellbeing vision of healthy body, healthy mind, healthy you.
- Undertake a Display Screen Equipment assessment (DES) if appropriate to role.

GENERAL

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.

Northern Devon Healthcare NHS Trust and the Royal Devon and Exeter NHS Foundation Trust continue to develop our long standing partnership with a view to becoming a single integrated organisation across Eastern and Northern Devon. Working together gives us the opportunity to offer unique and varied careers across our services combining the RD&E's track record of excellence in research, teaching and links to the university with NDHT's innovation and adaptability.

PERSON SPECIFICATION

Job Title	Chief Clinical Physiologist, Band 7
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Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING Relevant First Degree in Clinical Physiology or in a relevant/qualifying discipline Relevant Master's degree in Clinical Physiology via the NHS Scientist Training Programme, OR Registered clinical scientist, who has been through the Higher Specialist Scientist Training Programme OR equivalent experience. Current registration on a recognised statutory or voluntary register as appropriate.	E E E	E E E
KNOWLEDGE/SKILLS Excellent presentation skills (including large groups) Practiced in evaluating complex physiological tracings/results. Practiced in producing advance diagnostic reports. Good levels of competency in computing skills. Skilled in history taking.	E E E E E	E E E E E
EXPERIENCE Previous experience at level or equivalent. A minimum 3 years total experience in the chosen physiological measurement specialisation. Working as part of a multi-disciplinary team.	E E E	E E E
PERSONAL ATTRIBUTES Excellent interpersonal / communication skills at all levels. Planning, organisational and prioritisation skills. Accurate and methodical. Highly motivated and enthusiastic. Remain calm in a busy environment. Empathetic and caring. Cope with emotional and difficult circumstances.	E E E E E E E	E E E E E E E
OTHER REQUIREMENTS Flexible working practices. Ability to initiate and facilitate change. Motivated to further personal and professional development of self and team.	E E E	E E E

		FREQUENCY			
		(Rare/ Occasional/ Moderate/ Frequent)			
WORKING CONDITIONS/HAZARDS		R	O	M	F
Hazards/ Risks requiring Immunisation Screening					
Laboratory specimens	Y			✓	
Contact with patients	Y				
Exposure Prone Procedures	Y				✓
Blood/body fluids	Y				✓
Hazard/Risks requiring Respiratory Health Surveillance					
Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate)	Y				✓
Respiratory sensitisers (e.g isocyanates)	Y	✓			
Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)	Y				✓
Animals	N				
Cytotoxic drugs	N				
Risks requiring Other Health Surveillance					
Radiation (>6mSv)	N				
Laser (Class 3R, 3B, 4)	N				
Dusty environment (>4mg/m3)	N				
Noise (over 80dBA)	N				
Hand held vibration tools (=>2.5 m/s2)	N				
Other General Hazards/ Risks					
VDU use (> 1 hour daily)	Y				✓
Heavy manual handling (>10kg)	Y			✓	
Driving	Y			✓	
Food handling	N				
Night working	N				
Electrical work	N				
Physical Effort	Y			✓	
Mental Effort	Y				✓
Emotional Effort	Y				✓
Working in isolation	Y			✓	
Challenging behaviour	Y			✓	