

JOB DESCRIPTION

JOB DETAILS	
Job Title	Highly Specialist Cardiac Physiologist - Cardiac Rhythm Management
Reports to	Clinical lead / Head of Department
Band	Band 7
Department/Directorate	Cardiology / Medicine

JOB PURPOSE
<p>The Highly Specialist Cardiac Physiologist - Cardiac Rhythm Management (CRM) will be part of a team providing high quality and efficient, patient focused Cardiology Services within the Royal Devon University Healthcare NHS Foundation Trust and Community Hospitals.</p> <p>The post holder will be expected to be competent to perform a complete range of non-invasive and invasive procedures, with specialist knowledge in Cardiac Rhythm Management (CRM) .</p> <p>The post holder will have their IBHRE accreditation or equivalent experience in cardiac device implant and follow-up.</p> <p>You will be an active member of the multidisciplinary team, working closely with consultant cardiologists, as well as supporting and training junior staff as necessary.</p>

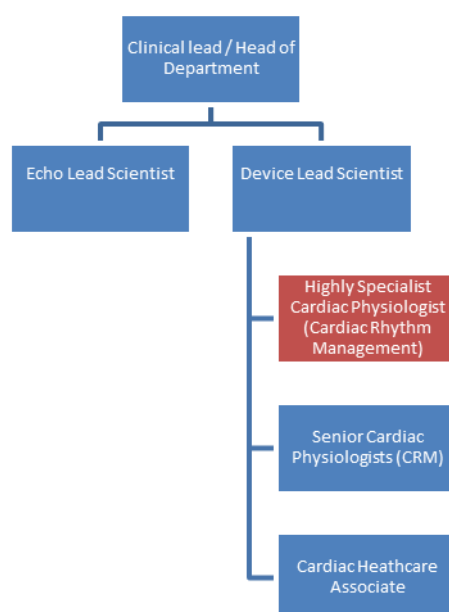
KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
<ul style="list-style-type: none"> Perform high quality cardiac investigations, in accordance with departmental protocols and national guidelines. Perform full detailed cardiac device interrogations, utilising specialist clinical and technical knowledge to generate accurate and concise data and reports in a timely manner. Act as a source of expertise within their designated area. <p>They will deputise for the Cardiac Rhythm management Lead when/as necessary.</p> <ul style="list-style-type: none"> Demonstrate advanced technical proficiency in a wide range of techniques and actively maintain competencies in these. Actively contribute to monitoring, maintain and development of a high-quality service to meet all service needs. Demonstrate a commitment to evidence-based practice. Contribute to the supervision and training of clinical staff, trainee cardiac physiologists and other health care professionals. Participate in departmental appraisal system and appraise junior staff. Participate in regular educational, quality control and audit meetings. Comply with all relevant local and trust wide policies and procedures. Maintain patient records and databases as required.

KEY WORKING RELATIONSHIPS
<p>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.</p>

Of particular importance are working relationships with:

Internal to the Trust	External to the Trust
<ul style="list-style-type: none"> • Cardiac Physiologists / Scientists • Clinical Leads / Clinical Directors • Consultant Cardiologists & other medical staff • Nursing, AHP and HCS staff • Cardiographers & Associate Practitioners • Operational Managers & Admin Staff 	<ul style="list-style-type: none"> • Patients & relatives • GP surgeries • Other NHS Trusts •

ORGANISATIONAL CHART



FREEDOM TO ACT

The post holder will be able to work autonomously within their scope of practice, professional accreditation and act as an expert in their specialist field (Cardiac Rhythm Management).

They will be following local SOPs and national/international guidance for best evidence-based patient care, whilst engaging in all cardiology diagnostics and interventional procedures, acknowledging their scope of practice and its own limitations.

They will be involved in delivering and leading expert patient care, including Physiologist/Scientist-led clinics, under locally approved guidance, with the support of Consultant Cardiologists.

The post holder supports the echo service and works closely with the Cardiac Rhythm Management Lead and Clinical Lead / Head of Department.

COMMUNICATION/RELATIONSHIP SKILLS

- Effective communication skills both written and verbal, taking care and adjusting their language in such way that patients and their relatives clearly understand.

- Communicate complex instructions and information effectively to patients and carers of all ages and backgrounds. This would include obtaining verbal consent for tests, their benefits and purpose, being able to address any queries and/or concerns from patients, relatives or carers, and reassuring / supporting them in taking informed decisions.
- Communicate, appropriate and highly technical information to other healthcare colleagues, at all levels and provide written reports and results which are to be shared with multidisciplinary team.
- Good interpersonal skills within the team, supporting fellow cardiac physiologists / scientists.
- Communicates and liaises with the multidisciplinary team to promote effective, high quality care.
- Ensures confidentiality is respected at all times.
- The post holder will be articulate, and able to discuss and provide complex clinical information in a timely/efficient manner to other healthcare professionals, staff and carers.
- Ensure confidentiality is respected at all times.
- Keep clinical and departmental leads informed of any matters that could have relation to the effectiveness and efficiency of the service.
- Providing care to vulnerable and ill adults, who are distressed, anxious and potentially angry. Having good conflict resolution skills to de-escalate challenging situations is key.

ANALYTICAL/JUDGEMENTAL SKILLS

- Demonstrate ability to obtain, analyse and interpret complex detailed technical/clinical information from a range of diagnostic techniques, including follow-up pacemakers and implantable defibrillators including conduction tissue pacing, leadless and wireless devices
- Implantation of brady pacemakers – help set up new service with the CRM lead
- Follow-up of Cardiac Re-Synchronisation Therapy devices, and implanted cardioverter defibrillators
- Implantation and follow-up of implanted cardiac monitors
- Follow-up of remote/home monitoring devices
- Using clinical judgement and knowledge of escalation processes to inform clinical decisions.
- To use expert knowledge to effectively triage orders and requests, facilitating inpatient discharge and improving patient flow.
- Provide advice to medical staff on the selection and appropriateness of test procedures and therapies.
- Assists with the evaluation and selection of relevant equipment within the department.

PLANNING/ORGANISATIONAL SKILLS

- Demonstrates good time management skills.
- The post-holder will be responsible for the management of a clinical caseload. This involves prioritising of referrals and monitoring of waiting times for cardiac device checks.
- Assists in planning and prioritising own duties as well as sharing responsibility for the day to day service needs (i.e. adjustment of rotas to accommodate for increased outpatient and inpatient device check capacity).
- They will plan/support delivery of training/education sessions for more junior members of the team.
- Plans workload making best use of resources available to ensure waiting times are minimised for both inpatients and outpatients, prioritising clinically urgent referrals.

PATIENT/CLIENT CARE

This is a patient-facing role, with complex patient interactions, including vulnerable adults. The post holder will be compassionate and respect patients' privacy, dignity and values, and be able to pass on information in clear, understandable manner to patients, relatives and carers.

The post holder provides a highly specialist clinical technical service, and will undertake and interpret diagnostic information, provide specialist interpretation and advice (when applicable), ensuring safe and evidence-based practice in their specialist field (cardiac rhythm management).

Provide education to patients and carers within scope of knowledge and experience.

To use the Trust patient safety software (Datix) to raise or respond to any incidents in a professional and timely manner. This will include investigating and reporting findings to the appropriate manager.

POLICY/SERVICE DEVELOPMENT

To keep updated of changes in professional guidelines, protocols and policies so as to inform practice.

To work to recognised professional standards as set by the Trust, and professional body (AHCS or HCPC).

To ensure that all Trust policies and procedures are known and implemented/adhered to as appropriate.

The post holder will participate in any service improvement projects. This may include but not limited to, supporting implementation policies/SOPs, proposing evidence-based changes to practice, including service improvement projects, utilising research to inform practice.

- Supports the development of the Cardiology Service, contributing to and aiding the implementation of departmental policies and procedures.

FINANCIAL/PHYSICAL RESOURCES

Responsible to manage stock levels of consumables required for day-to-day running of the service, and liaise with procurement to assure stock levels are appropriate.

Ensures equipment safety and is aware of the process to reporting equipment faults.

The post holder is not a budget holder, but will ensure efficient and effective use of service resources and be aware of budgetary impact of inappropriate use.

HUMAN RESOURCES

- To ensure up-to-date and timely reviews of their own personal professional development plans and objectives.
- Supports staff integration/induction as delegated by the Clinical lead and the Cardiac Rhythm Lead
- Supervision and assessment of trainees within the Cardio-Respiratory department.
- Provider of specialist evidence-based training to staff, including Cardiographers, junior Physiologists and other healthcare professionals (nursing, medics, etc).
- May lead a specialist clinic and staff that participates in any activity related to the clinic.
- Participates in recruitment and retention of staff, by supporting interviews as a panel member when requested by the Clinical lead /Head of Department.
- To take responsibility for own on-going clinical professional development (including attendance at internal and external registered courses and events).
- May lead team for a certain work area, providing clinical/professional supervision and training less experienced staff.

INFORMATION RESOURCES

- The post holder will be able to fully use EPIC and other clinical applications to fulfil their duties, including MediConnect.
- Participates in data collection about activity as required, for example related to internal audits, or research trials the department may be involved in.

RESEARCH AND DEVELOPMENT

The post holder will be involved in service improvement and quality assurance processes within the department, including peer-review and echo audits (quarterly) to ensure best clinical practice.

They may be involved in research projects / clinical trials within Cardiology (e.g. data collection).

PHYSICAL SKILLS

Skills for positioning patients for echocardiographic & CRM examinations.
Highly developed hand eye co-ordination (scanning & simultaneously operating the CRM machines).

PHYSICAL EFFORT

As a cardiac Physiologist, the post holder will be required to continuously scan patients during clinic, and sit at a desk/computer for long periods of time. It will also involve pushing medical equipment around the hospital in order to provide diagnostic CRM checks to inpatients.

The post holder may be required to sit/stand for extended periods of time whilst in the cardiac catheterisation laboratories. Also, as part of radiation safety within the cath labs, the post holder will be required to use appropriate personal protective equipment (X-ray apron). They will also be work with medical equipment/computer screens for long periods of time.

Performing repetitive activities on a daily basis can be detrimental to musculoskeletal health, therefore fully encourage use of best practice technique. The post holder will be aware of relevant manual handling policies and attend training within the trust as part of their induction.

MENTAL EFFORT

The post holders' duties will involve long periods of concentration and ability to effectively communicate/discuss information with other healthcare professionals, patients and carers.

Whilst providing inpatient echos, the post holder may be subjected to frequent interruptions for urgent tests.

EMOTIONAL EFFORT

- Empathy and high-level emotional intelligence required in challenging situations.
- Occasional exposure to distressing and/or emotional events
 - Upset patients, carers and relatives
 - Clinically very unwell patients, Cardiac arrests
 - Few occasions of exposure to terminally-ill patients

The post holder will be providing care to vulnerable and ill adults, who are distressed, anxious and potentially angry. Having good conflict resolution skills to de-escalate challenging situations is key.

WORKING CONDITIONS

- Occasional exposure to blood/body fluids (echo, cath/devices).
- Moderate exposure to chlorine-based products.
- Low exposure to radiation (< 6mSv).
- Frequent VDU use (all modalities).
- Moderate exposure to heavy manual handling (> 10Kg).
- Occasional night/lone working (on call shifts).
- Moderate physical effort (as detailed in above section).

OTHER RESPONSIBILITIES

Take part in regular performance appraisal & maintenance of an updated CPD portfolio.

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.

DISCLOSURE AND BARRING SERVICE CHECKS

This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check.

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.

At the Royal Devon, we are committed to reducing our carbon emissions and minimising the impact of healthcare on the environment, as outlined in our Green Plan available on our website. We actively promote sustainable practices and encourage colleagues to explore and implement greener ways of working within their roles.

PERSON SPECIFICATION

Job Title	Highly Specialist Cardiac Physiologist (Echocardiography)
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Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING		
BSc in Clinical Physiology, or equivalent	✓	
IBHRE accreditation, or equivalent experience (>2 years at band 6 working in CRM)	✓	
Specialist expertise underpinned by theoretical knowledge and experience obtained through additional post-grad training (MSc) or equivalent level of knowledge	✓	
ILS and/or ALS	✓	✓
Mentoring courses/qualifications	✓	
Evidence of ongoing professional development	✓	
AHCS or HCPC registration		
KNOWLEDGE/SKILLS		
Willingness to participate in on call rotas and weekend /evening shifts	✓	
Be fully competent to perform all associated procedures unsupervised	✓	
Good evidence of organisational skills	✓	
Be able to perform all procedures listed in the job description	✓	
Good understanding of computers, and databases used in Cardiology	✓	
Demonstrate experience in a broad range of cardiac physiological procedures	✓	
EXPERIENCE		
Relevant experience performing at band 6 level	✓	
Maintenance of an up-to-date CPD portfolio	✓	
PERSONAL ATTRIBUTES		
Good interpersonal, organisational and communication skills	✓	
Ability to work under pressure	✓	
Ability to work as a team leader	✓	
Enthusiastic, reliable and motivated	✓	
Ability to work unsupervised during shift and on-call rotas	✓	
Active role in the training of other technical and multi-disciplined staff	✓	
Motivated to further personal development of self and team	✓	
Flexible and adaptable	✓	
Patient centred approach	✓	
Works well within a team	✓	
Committed to professional development	✓	
Demonstrates leadership	✓	
OTHER REQUIREMENTS		
The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.	✓	
Ability to travel to other locations as required (i.e. community clinics)	✓	

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WORKING CONDITIONS/HAZARDS		FREQUENCY (Rare/ Occasional/ Moderate/ Frequent)			
		R	O	M	F
Hazards/ Risks requiring Immunisation Screening					
Laboratory specimens	N				
Contact with patients	Y			X	
Exposure Prone Procedures	N				
Blood/body fluids	Y		X		
Hazard/Risks requiring Respiratory Health Surveillance					
Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate)	Y		X		
Respiratory sensitisers (e.g isocyanates)	Y		X		
Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)	Y			X	
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				X
Heavy manual handling (>10kg)	Y				X
Driving	N				
Food handling	N				
Night working	Y		X		
Electrical work	N				
Physical Effort	Y				X
Mental Effort	Y				X
Emotional Effort	Y			X	
Working in isolation	Y		X		
Challenging behaviour	Y			X	