

JOB DESCRIPTION

JOB DETAILS	
Job Title	Advanced Physiologist/ Clinical Scientist (Neurophysiology)
Reports to	Lead Clinical Scientist
Band	Band 7
Department/Directorate	Neurophysiology Department/ Medicine Care Group

JOB PURPOSE

Working autonomously within the Neurophysiology Department you will undertake and report on a range of routine, specialised and advanced tests and procedures in accordance with local, national and international guidance.

You will support the Lead/ Clinical Scientist to oversee the operational and clinical management of the Neurophysiological diagnostic and treatment services across the RDUH, Eastern and Northern sites and South Devon

You will support the review, development and facilitate the implementation of standard operating procedures and guidelines within the department in accordance with current research, and national / local guidelines.

You will provide highly specialist advice, teaching and training to both physiologists and other health care professionals within the multi-disciplinary team.

You will take a lead role in department research and audit, and support trainees undertaking Healthcare Science apprenticeship programmes.

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES

- Independently undertake a range of routine, specialised and advanced neurophysiological investigations, often of a complex and non-routine nature. This will include the following: Standard and portable EEG, EEG recordings during administration of medication e.g. Diazepam, Pyridoxine; Sleep EEG with polysomnography, MSLT/MWT video EEG telemetry, ambulatory EEG, home VT. Standard evoked potentials (VEP and SEP), advanced evoked potentials (SEP on ITU, Visual EDT, spinal cord monitoring for scoliosis correction in surgery) on a range of different patients of all ages according to departmental protocols without supervision. Standard nerve conduction studies (CTS), advanced nerve conductions (e.g. UNE, Generalised Peripheral Neuropathy) Sleep studies PSG/MSLT, Visual electro diagnostics and Intraoperative monitoring
- 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 the Neurophysiology service.
- Participate in regular quality control regimes for all diagnostic equipment, which requires precision and co-ordination.
- 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 in support of the wider Devon region, including the community diagnostic centre in the Nightingale Hospital.
- Take a lead role in department research and audit. To attend relevant training and educational courses as appropriate
- To help ensure Neurophysiology services are meeting local, national and where necessary international guidelines.

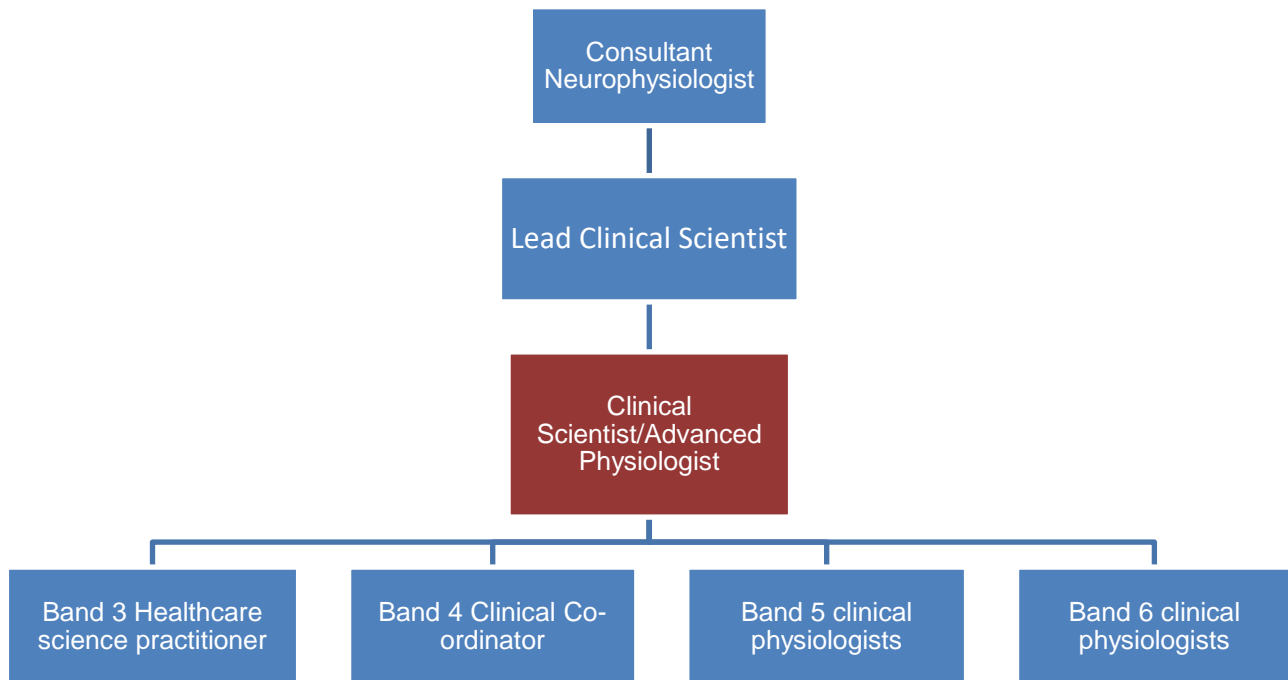
KEY WORKING RELATIONSHIPS

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 • Consultants • Other Medical & Nursing Staff • Clerical/Administrative Staff • Medical/Nursing Students • Research, Learning & Development 	<ul style="list-style-type: none"> • Community Teams • Medical Representatives and Engineers • Clinical Physiologists and Scientists from other trusts. • Patients and Relatives

ORGANISATIONAL CHART



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 Lead Clinical Scientist 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. Communicate effectively test results 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 enable patients to commence treatment for sleep disordered breathing.

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

Presents research, educational or specialist information to panels, conferences or to large groups via online digital media.

ANALYTICAL/JUDGEMENTAL SKILLS

Post holder has highly specialised knowledge, training and experience in Neurophysiology

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 technical interpretation and reporting of paediatric and neurological investigations, compiling reports that do not always conform to recognised normal ranges. Currently holds a professional registration in Neurophysiology, and has a highly specialised understanding of Neurophysiological investigative equipment enabling the prompt identification of problems, errors, and equipment failures.

Leads 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 Neurophysiology 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.

Investigations are adapted as appropriate to align with patients' abilities, and do not necessarily follow a set process. Healthcare Scientist 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 Neurophysiology 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. Healthcare Scientist 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 Neurophysiology 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 Neurophysiology courses and assesses competencies of staff following such training.

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

Works as part of the Healthcare Science led sleep, EDT and IOM pathway whereby the Healthcare Scientist determines the diagnosis and onward referral.

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. (E.g.

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 Neurophysiology equipment.

Leads and contributes towards department research and clinical audits.

Support Healthcare Science apprentices within own discipline in completing research as part of course.

Contributes to national research/audit projects such as ANS studies and national data collections 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 Neurophysiology 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

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

High degree of hand eye co-ordination and timing when obtaining EEGs, NCS, EDTs and IOM

Physical ability to safely handle equipment and fine motor skills to connect electrodes to head, body and eyes

Fine motor skills to manipulate small components and identify minor damage/defect in equipment

Highly developed physical skills are required to carry out patient procedures and scientific measurements where a high degree of precision or speed is essential.

PHYSICAL EFFORT

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

Physical ability to safely handle Equipment, especially large pieces of equipment to include VT, IOM and EDT equipment

Stock control involving moving and unpacking boxes of consumables. Ability to regularly move and handle large boxes equipment and consumables.

Moving equipment around rooms

Clinics are carried out daily

MENTAL EFFORT

Sustained periods of time concentrating (3-4hour sessions), when analysing diagnostic results and reporting on results.

Sustained mental effort required to motivate and support patients during effort dependant Diagnostic studies (NCS, EDTs and PSGs)

The ability to perform rapid, accurate and precise analysis during appointments to establish if adequate results are obtained and provide corrective instructions to obtain diagnostic results.

Required to deal with frequent interruptions to support Healthcare science team members and trainees and urgent ward queries/requests

Maintain and improve in-depth specialist knowledge within clinical field (specialist technical, academic and procedural knowledge).

Demonstrate motivation and enthusiasm in the specialist role.

Frequent sustained mental effort required to include accurate clinical information, technical documentation, and results from multiple information sources.

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.

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

EMOTIONAL EFFORT

To provide a high level of persuasion, motivation, support and encouragement during measurements that are effort and technique dependant to ensure acceptable, reproducible diagnostic measurements are obtained, often in patients who have significant disease impairment, may be limited by pain/discomfort or seizure burden and may be distressed following a significant diagnosis.

To be skilled at communicating with patients, relatives and carers the relevance of investigations and where appropriate, the results obtained and possible future treatment, sometimes under pressure with distressed and anxious patients, relatives and carers.

To be skilled in dealing with young children, those with learning disabilities (adults and children), persons detained at Her Majesty's pleasure and those with psychiatric or challenging behaviour are essential.

WORKING CONDITIONS

The role involves occasional exposure to respiratory droplets and aerosols due the nature of the patients undergoing tests.

The role involves handling of devices that are located in the community, often not maintained by the patient as prescribed.

Occasional exposure to bodily fluids such as urine and vomit.

Occasional handling of cleaning products subject to COSHH regulation (i.e. Oxygenon-I).

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

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

Frequent use of VDUs and other electronic equipment.

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.

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

WORKING CONDITIONS/HAZARDS		FREQUENCY (Rare/ Occasional/ Moderate/ Frequent)			
		R	O	M	F
Hazards/ Risks requiring Immunisation Screening					
Laboratory specimens	N				
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)	N				
Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)	Y				✓
Animals	Y	✓			
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	N				
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			✓	