

JOB DESCRIPTION

JOB DETAILS	
Job Title	Senior Cardiac Physiologist
Reports to	Principal Cardiac Physiologist
Band	Subject to matching
Department/Directorate	Cardiology / Medicine

JOB PURPOSE
<p>The successful applicant will become part of a team providing high quality, patient focused Cardiology Services within the Royal Devon University Healthcare NHS Foundation Trust (RDUH).</p> <p>At Band 6 level, you will be expected to be competent to perform a broad range of non-invasive and invasive procedures, with a specialist interest in either Cardiac Rhythm Management (CRM) or Echocardiography. The post holder will be expected to integrate the 24/7 on call service following a period of supervised training and competency sign-off within the cardiac catheterisation labs.</p> <p>You will be expected to assist in the training and supervision of junior staff. A degree of flexibility is expected in order to adjust to the changing needs of the department and the Trust.</p> <p>The successful applicant will demonstrate a willingness to learn and further develop their knowledge and skills, by attending relevant training/courses and keeping an updated CPD portfolio to allow continuous professional registration with the AHCS.</p>

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
<ul style="list-style-type: none"> • Perform specialised diagnostic cardiac physiological testing on patients to aid clinical diagnosis. • Interpret results and provide factual reports for specialised diagnostic cardiac investigations. • Perform unsupervised <u>pacemaker</u> implants producing accurate technical reports and independently in pacemaker clinics; or have an interest in <u>echocardiography</u>, scanning and reporting under supervision. • Work towards BHRS/IBHRE/BSE accreditation (or equivalent). • Be capable of carrying out a wide range of invasive and non-invasive cardiac investigations. • To be flexible and willing to assist in all areas within Cardiac Physiology. • Provide training and support to undergraduate and other student members of staff. • Attend specialist internal/external meetings and training as and when required. • To identify own training needs and ensure own clinical knowledge is updated along with technical developments within the field of Cardiology. • Ensure procedures are carried out in accordance with relevant policies and procedures and contribute to the development and review of departmental risk assessments, protocols and guidelines. • To be willing to deputise for other members of staff as/when required.

- Take on any additional duties which may arise as part of service improvement plans.
- Participate in the on-call rota for primary angioplasty 24/7 ensuring a quality out of hours service is maintained at all times.
- Apply accuracy and attention to detail at all times.

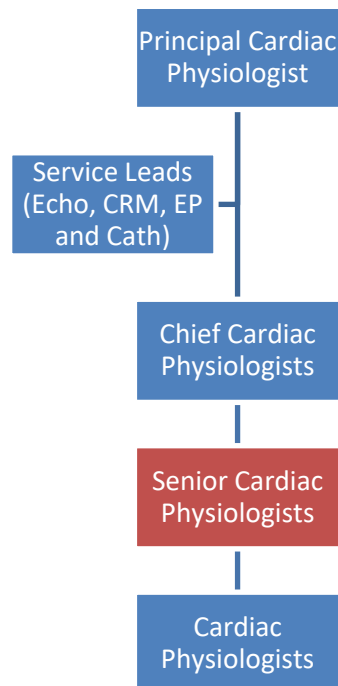
KEY WORKING RELATIONSHIPS

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"> • Cardiac Physiologists / Scientists • Clinical Leads / Clinical Directors • Consultant Cardiologists & other medical staff • Nursing, AHP and HCS staff • Cardiographers & Associate Practitioners • Cluster Manager & 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. 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, its own limitations, and seeking advice/support of senior staff when necessary.

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.
- 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.
- The post holder will be articulate, and able to discuss and provide accurate, complex clinical information in a timely/efficient manner to other healthcare professionals, staff and carers.
- 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

- Obtain, analyse and interpret complex clinical information, using clinical judgement and knowledge of escalation processes to the appropriate pathways.
- The job holder will be exposed to a range of diagnostic and interventional procedures, having to obtain, analyse and interpret clinical/technical data (often in real-time) and, where appropriate, generate a report to referring clinicians.
- They will be aware of local SOPs/clinical guidance for the tests being undertaken and their escalation pathways if required. This would include, but not limited to, being aware of procedural stop points (technical and/or clinical), who to contact if a medical review/support is needed during and/or post procedure, and how to escalate urgent findings to referrers in a timely manner.
- Identifies/reports equipment faults, and escalates to senior staff (if required).

PLANNING/ORGANISATIONAL SKILLS

- Demonstrates good time management skills, punctuality and consistent reliable attendance
- Plan and prioritise own duties each day including any unexpected problems that may arise in addition to planned duties, including small rota changes to facilitate patient care in unexpected situations (e.g. staff sickness, equipment issues)
- Planning and delivering teaching sessions for junior members of staff
- Plans and organises specialist echo or CRM MDT as delegated by service lead
- Allocating/delegating small activities to junior members of staff, offering support as necessary (example – small audit projects)
- Liaises with wider cardiology team to facilitate appointments
- Ensure stock is always available to enable patient care

PATIENT/CLIENT CARE

- This is a patient-facing role, with complex patient interactions, including vulnerable adults.
- Provides specialist clinical and technical services, undertaking a multitude of diagnostic tests, providing detailed analysis and interpretation of findings, within their specialist field (echo or CRM).
- All patient care should be safe and evidence-based according to local SOPs and national/international guidance, and appropriate escalation processes should be followed when required.
- Provides advice to healthcare professionals, patients, carers, staff on concerning issues and makes appropriate recommendations within area of competence / knowledge.
- The post holder will be compassionate and respect patients' privacy, dignity and values.
- Able to effectively communicate information, to patients, relatives and carers.
- 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, BSE, BHRS.
- To ensure that all Trust policies and procedures are known and implemented/adhered to as appropriate.
- Maintain personal safety by following lone working policy and respect property and equipment within the working environment in accordance with Trust and team guidelines.
- Supports the development of the Cardiology Service, contributes to ways of improving the service and takes an active role in the implementation of new protocols.
- The post holder may be involved in service improvement and quality assurance within the department, and support research projects within Cardiology.

FINANCIAL/PHYSICAL RESOURCES

- Responsible to manage stock levels of consumables and equipment, to ensure efficient supply.
- To be responsible for the safe use and provision of equipment and to report any necessary repairs/maintenance which are required.
- The post holder is not a budget holder but will utilise all resources efficiently and effectively, being 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.
- Provide advice and on the job training to multidisciplinary team including Cardiographers, students and other medics.
- Actively assist in the smooth running of the Cardiology Diagnostic services throughout the RDUH, Eastern services (e.g. support and/or accommodate for rota changes as directed by senior colleagues to assure patient activity is not interrupted/delayed)
- 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

- Undertake the keeping of accurate records and data using EPIC and other interfaced programs for example, Medcon and 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

- Participate in department audits/quality assurance processes, including peer-review to ensure best practice (as required).
- Collaborate in data collection for research trials the department may be involved in

PHYSICAL SKILLS

- Skills for positioning patients for tests (most diagnostics);
- Hand eye co-ordination (echocardiography)

PHYSICAL EFFORT

- Will be required to sit/stand for extended periods of time whilst in the cardiac catheterisation laboratories.
- As part of radiation safety within the cath labs, the post holder will be required to use appropriate personal protective equipment, including lead aprons and thyroid shields.
- Be working with a large variety of medical equipment/computer screens for long periods of time.
- Manoeuvring large mobile units, ie echo machines along corridors and beside inpatient beds etc.

- Pacing analysers, on trolleys, will also need to be moved around the hospital site as well as off site on odd occasions.
- Performing echocardiograms on a daily basis can be detrimental to musculoskeletal health, therefore fully encourage use of best practice technique.

MENTAL EFFORT

- Frequent, long periods of concentration and ability to effectively communicate/discuss information with other healthcare professionals, patients and carers.

EMOTIONAL EFFORT

- Empathy and high-level emotional intelligence required in challenging situations.
- Occasional exposure to distressing and/or emotional events
- May work with upset patients
- Few occasions of exposure to terminally-ill patients

WORKING CONDITIONS

- Occasional exposure to blood/body fluids (echo, cath/devices/EP labs)
- 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)
- Frequent mental effort (all modalities)
- Moderate emotional effort and challenging behaviour (all modalities)

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, Fire safety

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 RDUH, 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	Senior Cardiac Physiologist
------------------	-----------------------------

Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING		
BSc in Clinical Physiology, or equivalent	✓	
AHCS registration	✓	
ILS and/or ALS	✓	
Specialist expertise underpinned by theoretical knowledge and experience obtained through additional training (post-grad) or equivalent level of knowledge	✓	
KNOWLEDGE/SKILLS		
Proficient in non-invasive cardiac investigations	✓	
Proficient in role in cardiac angiography and angioplasty	✓	
Good knowledge in performing and reporting pacemaker implantation and follow up; or ongoing echocardiography training	✓	
Good understanding of computers, and databases used in Cardiology	✓	
Working towards BHRS/IBHRE/BSE accreditation (or equivalent)		✓
Willing to participate in the training of other staff members	✓	
EXPERIENCE		
Foundation knowledge of most cardiac investigations and intervention, invasive and non-invasive	✓	
Maintenance of an up-to-date CPD portfolio	✓	
PERSONAL ATTRIBUTES		
Good interpersonal, organisational and communication skills	✓	
Enthusiastic, reliable and motivated	✓	
Ability to work flexibly and adaptably	✓	
Works well in a team	✓	
Works well under pressure	✓	
Motivated to further personal development	✓	
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/if required to support service provision and training of other staff (i.e. community hospitals)	✓	

		FREQUENCY			
		(Rare/ Occasional/ Moderate/ Frequent)			
WORKING CONDITIONS/HAZARDS		R	O	M	F
Hazards/ Risks requiring Immunisation Screening					
Laboratory specimens	N				
Contact with patients	Y				
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	