

JOB DESCRIPTION

JOB DETAILS	
Job Title	Clinical Physiologist
Reports to	Clinical lead Urology & GI Physiology
Band	Band 5 (Subject to matching)
Department/Directorate	Urodynamics & GI Physiology/Surgical Services

JOB PURPOSE
<p>Working within the Urological and Gastrointestinal specialities providing specialist healthcare science input to.</p> <p>Maintaining and developing the departments activities</p>

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
<ul style="list-style-type: none"> • Post holder has specialist knowledge relating to urological/gastrointestinal physiology and disorders at time of appointment to role, (for example as a result of completion of a BTEC Level 4 Diploma in Healthcare Science specialising in Urological and Gastrointestinal physiology modules). • Post holder provides specialist input to the urological and GI physiology services, supporting senior Physiology staff in assessing patients, planning, implementing and monitoring care during physiological investigations. • Post holder is required to undertake further training via both inhouse training and competencies and attendance at specialist courses offered by external providers such as the Basic Urodynamics Course offered by Bristol Urological Institute and the ASP course approved by AGIP in order to gain competence in performing and reporting on routine urological and GI physiology investigations, and thereby enabling progression to a Band 6 Senior Clinical Physiologist role. • Upon satisfactory completion of an initial training period the successful applicant works largely independently undertaking routine, non-invasive, investigations such as urine flow rate investigations, and ultrasound bladder residual scanning. Post holder defers cases of a more complex or less routine nature to senior physiology staff. • Post holder compiles a detailed report relating to the physiological measurement investigation via interpretation of relevant technical detail and transferring this into a coherent and understandable format. Post holder is proactive in seeking support from more senior physiology staff when reporting cases of a more complex or less routine nature. • Develop understanding of urodynamic and GI technical equipment including calibration, problem solving, and safety. • Prioritises workload to support effective delivery of Urological and GI physiology services. • Participates in regular quality control regimes for all diagnostic equipment, which requires precision and co-ordination.

- Assists in the training of Healthcare Science Apprentices, and other Medical / Non-medical Staff where appropriate.
- works with the team to ensure patient information leaflets, protocols, PGDs etc. are kept up to date and valid.
- Participates in stock control and ordering
- works with the team and participates in the evaluation and commissioning of new equipment when necessary.
- works with the team and participates in Clinical Audits
- attends relevant training and educational courses as appropriate
- helps ensure Urological and GI Physiology services are meeting local, national and where necessary international guidelines.

KEY WORKING RELATIONSHIPS

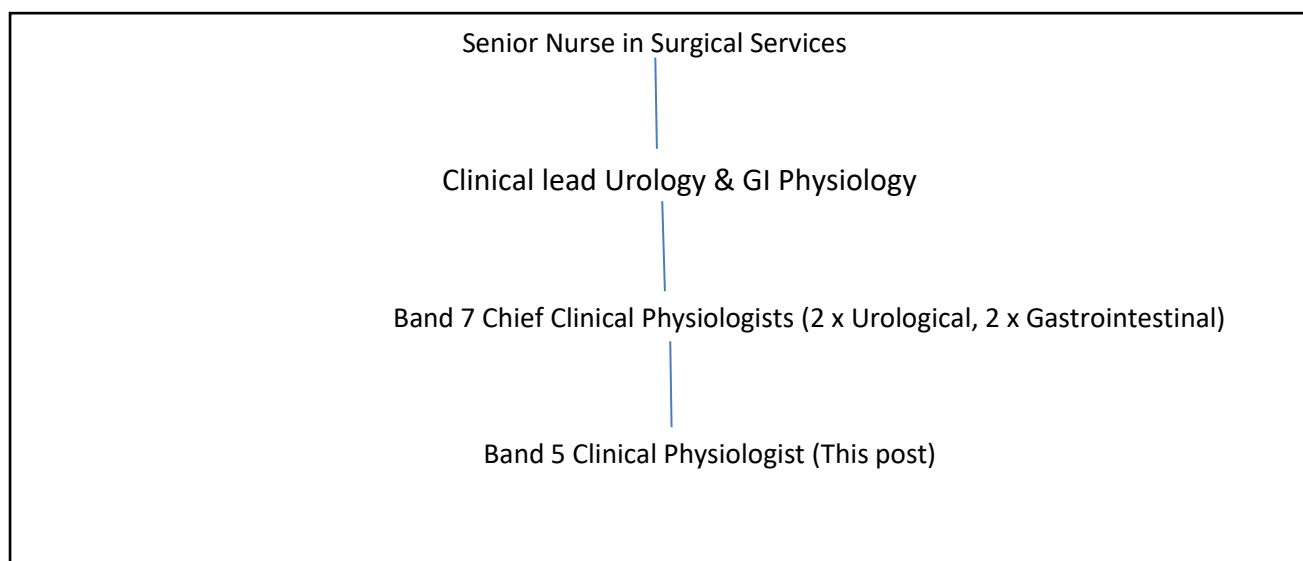
The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis In addition the post holder will deal with the wider healthcare community, external organisations and the public. This will include verbal, written and electronic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

ORGANISATIONAL CHART

4. ORGANISATIONAL CHART:



KEY: _____ Denotes Line Management accountability

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

Upon completion of inhouse training and competencies works independently but within national, organisation and departmental policies and procedures performing non-invasive investigations such as urine flow rate studies. Work is managed but unsupervised.

Is accountable for all aspects of own work.

Works alongside the Senior/Chief Clinical Physiologists to provide investigations of a more invasive or complex nature.

Works with the Urological Physiology team manager and Senior/Chief Clinical Physiologists to lead and support development of the service.

Works with the Urological Physiology team manager and Senior/Chief Clinical Physiologists to promote and participate in Clinical Audit to develop and establish standards for the service.

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

Provides and receives information where tact and persuasive skills may be required

Communicates information to patients who may have sensory, physical or learning disabilities, relatives & carers; exchanges specialist information with colleagues from own and other disciplines

Communicates 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 reports which can contain emotionally charged and sometimes time critical information.

Communicates non-invasive investigation results via Interpretation and assimilation of relevant technical detail into a coherent and understandable written report format. 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.

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

Communicates 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.

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

ANALYTICAL/JUDGEMENTAL SKILLS

Post holder has specialised knowledge relating to urological/gastrointestinal physiology and disorders at time of appointment to role.

Makes judgements involving facts or situations, requiring analysis and interpretation.

Investigates and assimilates evidence from own investigations and then interprets the relevance of this evidence to form a report which will guide treatment. Where sections of data/traces are un-interpretable decides if sufficient evidence has been identified from the remaining data or whether the investigation needs to be abandoned/rebooked. Uses own judgement regarding when to proactively seek support and advice from Senior/Chief Clinical Physiologists.

Uses own knowledge, skills and experience to independently determine when investigation being performed is complete and comprehensive enough to end examination.

Undertakes Interpretation of data from own investigations and compiles reports independently but seeking advice and guidance from Senior/Chief Clinical Physiologists when required.

Defers cases of a more complex nature to Senior/Chief Clinical Physiologists.

Identifies and escalates issues relating to Urological and GI investigative equipment to Senior/Chief Clinical Physiologists, enabling the prompt identification of problems, errors, and equipment failures.

PLANNING/ORGANISATIONAL SKILLS

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

Collaborates across other disciplines and areas in order to arrange and perform patient investigations. Participates in advance planning of patients' appointments which may require communication and planning based on staff and equipment availability, or test results. Liaises with advanced practitioners to co-ordinate planning of more complex, less routine appointments and tasks.

Works with more advanced practitioners 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.

Works in conjunction with healthcare assistants to perform patient investigations whereby the post holder guides the investigation as appropriate and relays this information and requirements to the supporting staff.

Participates in specific projects as required, under the guidance of Senior/Chief Clinical Physiologists

PATIENT/CLIENT CARE

Provides specialist clinical technical services. Undertakes and interprets diagnostic tests involving specialist diagnostic equipment.

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. 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.

Occasionally 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.

Works with the senior members of the team to ensure patient information leaflets, protocols, PGDs, risk assessments, etc. are kept up to date and valid.

Works with the nursing and medical teams to contribute towards and support decisions about patient care.

POLICY/SERVICE DEVELOPMENT

Ensures implementation of organisational and department policies and protocols.

Proposes changes to practices for work area, Standard Operating Procedures, Patient Information Leaflet, Protocols, and Patient Group Directives.

Attends relevant meetings/courses 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.

FINANCIAL/PHYSICAL RESOURCES

Participate in stock control, ordering, stock rotation and storage

Helps to ensure the safe use of equipment by other staff and patients

Participates in routine quality control and calibration regimes for diagnostic equipment used, escalating concerns to senior staff in a timely manner.

HUMAN RESOURCES

Assists in the facilitation and supervision of Healthcare Science Apprentices and other Medical / Non-medical Staff where appropriate.

Works in conjunction with healthcare assistants to perform patient investigations whereby the post holder guides the investigation as appropriate and relays this information and requirements to the supporting staff.

Undertakes further training via both inhouse training and competencies and attendance at specialist courses offered by external providers such as the Basic Urodynamics Course by Bristol Urological Institute.

Works towards attaining AGIP independent practitioner accreditation by completion of the ASP course.

Works towards attaining the UK Continence Society Accreditation in Urodynamics.

INFORMATION RESOURCES

Records personally generated test results, with the support of senior staff readily available.

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 for routine non-invasive investigations that require interpretation and analysis, utilising nomograms and figures that are compared to normal ranges. These reports inform patient care and treatment. Reports for less routine and more complex investigations are pro-actively deferred to more advanced practitioners.

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

RESEARCH AND DEVELOPMENT

Works with the Urological/GI Physiology team manager and Senior/Chief Clinical Physiologists to promote and participate in Clinical Audit to develop and establish standards.

Helps to ensure 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

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. Highlights concerns to senior staff in a timely manner

PHYSICAL SKILLS

Involved in daily clinics involving delicate procedures of a non-invasive nature where the patient may be distressed, in discomfort or uncooperative. The ability to perform a speedy, accurate and precise investigation and analysis enables diagnosis, and limits patients' distress and discomfort.

Participates in regular quality control regimes for 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

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

MENTAL EFFORT

Frequent periods of concentration required in order to set up, conduct, analyse and report on specialised non-invasive investigations, whilst ensuring that local and national guidance is adhered to. Frequent periods of concentration required when participating in quality control regimes for diagnostic equipment.

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

Occasional periods of concentration required to help 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

Frequent periods of concentration required to develop and maintain in-depth specialist knowledge within clinical field and work towards additional qualifications and achievement of competencies, ultimately enabling progression to a Chief Clinical Physiologist position.

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.

Daily 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.

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.

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.

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	Clinical Physiologist
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Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING		
BTEC Level 4 Diploma in Healthcare Science specialising in Urological and Gastrointestinal physiology modules (or equivalent).	E	
Healthcare / Scientific / Medical Qualification at Undergraduate Degree Level OR Equivalent level of Knowledge and Experience.	E	
Portfolio of relevant training courses and experiences.	E	
KNOWLEDGE/SKILLS		
Specialist knowledge of common Urological Physiology and Disorders	E	
Good presentation skills	E	
Competent in the use of computers and electronic systems.	E	
Willing to complete further training to enable progression to Band 6 role	E	
Practiced in dealing with specialist technical equipment	E	
Experience of working on projects that require technical / analytical skills	E	
EXPERIENCE		
Recent experience of working within the urological and GI physiology specialisms as a minimum at Healthcare Science Associate (Apprentice) level.	E	
Working as part of a multi-disciplinary team.	E	
PERSONAL ATTRIBUTES		
Good interpersonal / communication skills at all levels.	E	
Planning, organisational and prioritisation skills.	E	
Accurate and methodical.	E	
Highly motivated and enthusiastic.	E	
Remain calm in a busy environment.	E	
Empathetic and caring.	E	
Cope with emotional and difficult circumstances.	E	
Able to work as part of a multi-disciplinary team.	E	
OTHER REQUIREMENTS		
The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.	E	
Flexible working practices	E	

Complete the table below as appropriate

WORKING CONDITIONS/HAZARDS		FREQUENCY (Rare/ Occasional/ Moderate/ Frequent)			
		R	O	M	F
Hazards/ Risks requiring Immunisation Screening					
Laboratory specimens	Y			✓	
Contact with patients	Y				✓
Exposure Prone Procedures	Y				✓
Blood/body fluids	Y				✓
Laboratory specimens	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			✓	