

# JOB DESCRIPTION

JOB DETAILS	
<b>Job Title</b>	Senior Clinical Physiologist
<b>Reports to</b>	Clinical lead Urology & GI Physiology
<b>Band</b>	Band 6 (Subject to matching)
<b>Department/Directorate</b>	Urodynamics & GI Physiology/Surgical Services

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

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
<ul style="list-style-type: none"> <li>• Post holder has specialist knowledge relating to urological/gastrointestinal physiology and disorders at time of appointment to role.</li> <li>• Post holder works within the urological speciality providing specialist input to the urological and GI physiology services and supporting the team, assessing patients, planning, implementing and monitoring care during physiological investigations.</li> <li>• Post holder undertakes further training incorporating inhouse training and competencies and attendance at specialist courses offered by external providers such as Bristol Urological Institute in order to develop competence in performing and reporting on urological and GI physiology investigations some of which are invasive in nature.</li> <li>• Upon satisfactory completion of an initial training period the successful applicant works largely independently undertaking a range of physiological measurement investigations such as urine flow rate investigations, pressure flow cytometry, and ultrasound bladder residual scanning. Post holder works largely independently, occasionally deferring cases of a more complex or less routine nature to Chief Clinical Physiologists.</li> <li>• 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. Works independently but occasionally seeks support from Chief Clinical Physiologists when reporting cases of a more complex nature.</li> <li>• Develops understanding of urodynamic technical equipment including calibration, problem solving, and safety.</li> <li>• Receives and categorises referrals according to local protocol and triaging guidelines.</li> <li>• Prioritises clinical workload to ensure effective delivery of Urological and GI physiology services.</li> <li>• Participates in regular quality control regimes for all diagnostic equipment, which requires precision and co-ordination.</li> <li>• Assists in the training of less experienced Healthcare Science Apprentices, Physiologists and other Medical / Non-medical Staff where appropriate.</li> </ul>

- 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 participate in the evaluation and commissioning of new equipment when necessary.
- participates in a rota offering a satellite urodynamics clinic in North Devon. The post holder would initially be supported on site by a more senior member of the team, ultimately running the satellite clinic independently. Travel to Barnstaple in own vehicle is required.
- 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.
- Works towards attaining, and maintaining the UK Continence Society Accreditation in Urodynamics.
- Works towards attaining and maintaining AGIP accreditation as an independent practitioner.

## KEY WORKING RELATIONSHIPS

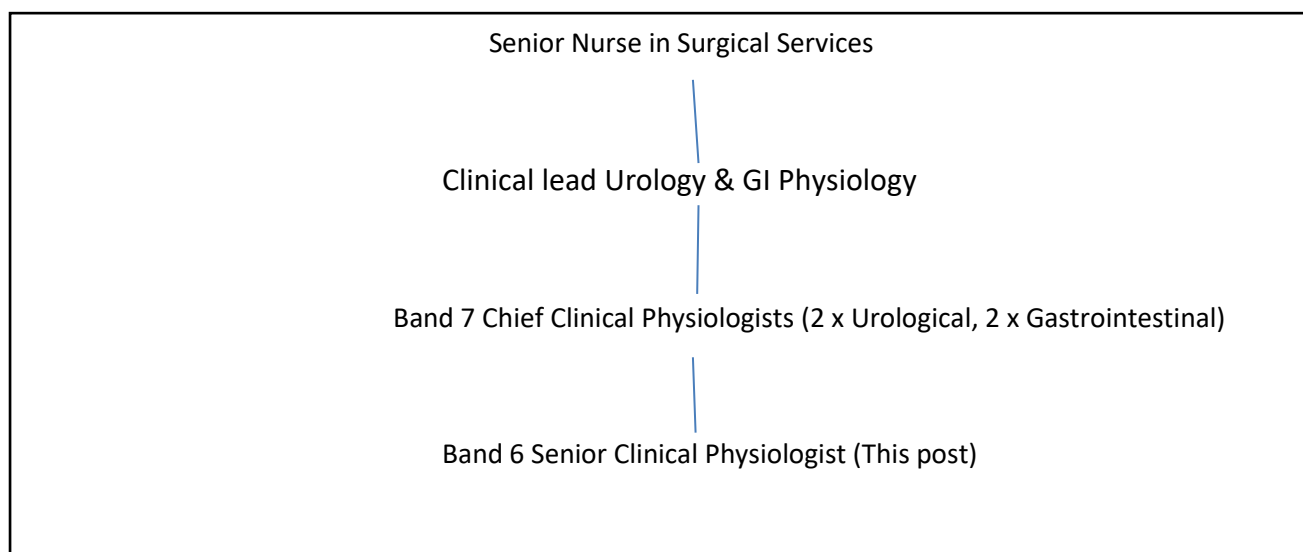
The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis In addition the post holder will deal with the wider healthcare community, external organisations and the public. This will include verbal, written and electronic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

Of particular importance are working relationships with:

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

## 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**

Works independently and autonomously as a specialist practitioner without supervision but within national, organisation and departmental policies and procedures.

Upon completion of necessary competencies performs a range of specialist physiological investigations independently but adhering to national, organisational and departmental policies and procedures.

Uses own judgment regarding when to seek advice from Chief Clinical Physiologists / service lead relating to cases of a more complex nature.

Is accountable for all aspects of own work, within the context of an autonomous practitioner.

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

#### **COMMUNICATION/RELATIONSHIP SKILLS**

Provides and receives complex information where tact and persuasive skills are 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 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.

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

Upon completion of necessary competencies undertakes Interpretation of complex data and compiles investigation reports.

Uses own judgment regarding when to seek advice from Chief Clinical Physiologists / service lead.

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

Investigates and assimilates evidence and then interprets the relevance of this evidence to form a report which will guide treatment. Provides a specialist opinion on the content of reports. 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 or whether an alternative investigation is more appropriate.

Often uses knowledge, skills and experience to determine when investigation is complete and comprehensive enough to end examination.

Upon completion of necessary competencies undertakes Interpretation of complex data and compiles investigation reports which may occasionally require input from Chief Clinical Physiologists.

May undertake 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. Uses own judgment regarding when to seek advice from Chief Clinical Physiologists / service lead.

Identifies and escalates issues relating to Urological and GI investigative equipment to 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.

Prioritises patient referrals based on clinical urgency according local protocol and triaging guidelines and liaising with more advanced practitioners when priority is less straightforward and clear.

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 nursing staff to perform patient investigations whereby the post holder guides the investigation as appropriate and relays this information and requirements to the supporting staff.

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

### **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. 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.

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

#### **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.

#### **HUMAN RESOURCES**

Assists in the facilitation and supervision of less experienced Healthcare Science Apprentices, Physiologists and other Medical / Non-medical Staff where 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.

Works towards attaining, and maintaining the UK Continence Society Accreditation in Urodynamics.

Works towards attaining and maintaining AGIP accreditation as an independent practitioner.

#### **INFORMATION RESOURCES**

Records personally generated test results.

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 can be complex and inform patient care and treatment. Reports for less routine and more complex investigations may be 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**

Participate in specific projects as required, without immediate supervision but under the guidance of an advanced practitioner/ team manager.

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

Works with the Urological Physiology team manager and advanced practitioners 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.  
 Participates in clinical audits under the guidance of more advanced practitioners.  
 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  
 Reviews and disseminates 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.  
 Contributes to national research projects

## **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.  
 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.  
 Occasionally required to drive to North Devon in own vehicle to participate in satellite clinic.

## **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. Post holder is initially supported on site by a more senior member of the team.  
 Travel to Barnstaple in own vehicle will be required.

## **MENTAL EFFORT**

Frequent periods of concentration required in order to set up, conduct, analyse and report on 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 when participating in quality control regimes for diagnostic equipment.  
 Occasional periods of concentration required to train less experienced Healthcare Scientists 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 participate in a rota offering a satellite clinic in North Devon  
 Concentration required to develop and maintain 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.

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.

Occasionally required to drive to North Devon in own vehicle 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.

## **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.

# PERSON SPECIFICATION

<b>Job Title</b>	Senior Clinical Physiologist
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Requirements	Essential	Desirable
<b>QUALIFICATION/ SPECIAL TRAINING</b>		
BTEC Level 4 Diploma in Healthcare Science specialising in Urological and Gastrointestinal physiology modules (or relevant equivalent/higher level qualification).	E	
Specialist training in Urological and GI Physiology at Clinical Physiologist level	E	
Healthcare / Scientific / Medical Qualification at Postgraduate Diploma Level OR Equivalent level of Knowledge and Experience.	E	
Completion of Bristol Urological Institute 'Basic Urodynamics Course'	E	
Bristol Urological Institute 'Certificate in Urodynamics'		D
Completion of ASP course approved by AGIP	E	
Accreditation with AGIP as an independent practitioner		D
Portfolio of specific training courses and experiences.	E	
<b>KNOWLEDGE/SKILLS</b>		
Specialist knowledge of Urological Physiology and Disorders	E	
Excellent presentation skills	E	
Practiced in evaluating physiological tracings/results	E	
Practiced in producing diagnostic reports.	E	
Competent in the use of computers and electronic systems.	E	
Skilled in taking a clinical history.	E	
Willing to complete training for additional clinical skills required	E	
Evidence of continued professional development	E	
Evidence of an ability to critically appraise and utilise research to maintain and improve patient care.		D
Practiced in dealing with specialist technical equipment	E	
Experience of working on projects that require technical / analytical skills	E	
<b>EXPERIENCE</b>		
Recent experience of working within the urological specialism for a minimum of one year at Band 5 level or above.	E	
Working as part of a multi-disciplinary team.	E	
<b>PERSONAL ATTRIBUTES</b>		
Excellent 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. Cope with emotional and difficult circumstances. Able to work as part of a multi-disciplinary team.	E E E	
<b>OTHER REQUIREMENTS</b> The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust. Flexible working practices Ability to travel to other locations as required.	E  E E	

Complete the table below as appropriate

WORKING CONDITIONS/HAZARDS		FREQUENCY (Rare/ Occasional/ Moderate/ Frequent)			
		R	O	M	F
<b>Hazards/ Risks requiring Immunisation Screening</b>					
Laboratory specimens	Y			✓	
Contact with patients	Y				✓
Exposure Prone Procedures	Y				✓
Blood/body fluids	Y				✓
Laboratory specimens	Y			✓	
<b>Hazard/Risks requiring Respiratory Health Surveillance</b>					
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				
<b>Risks requiring Other Health Surveillance</b>					
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				
<b>Other General Hazards/ Risks</b>					
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			✓	