

JOB DESCRIPTION

JOB DETAILS	
Job Title	Deputy Principal Cardiac Scientist / Lead Cardiac Scientist for Heart Valve Clinic
Reports to	Principal Cardiac Physiologist
Band	Band 8a (Subject to formal matching)
Department/Directorate	Cardiology / Medicine

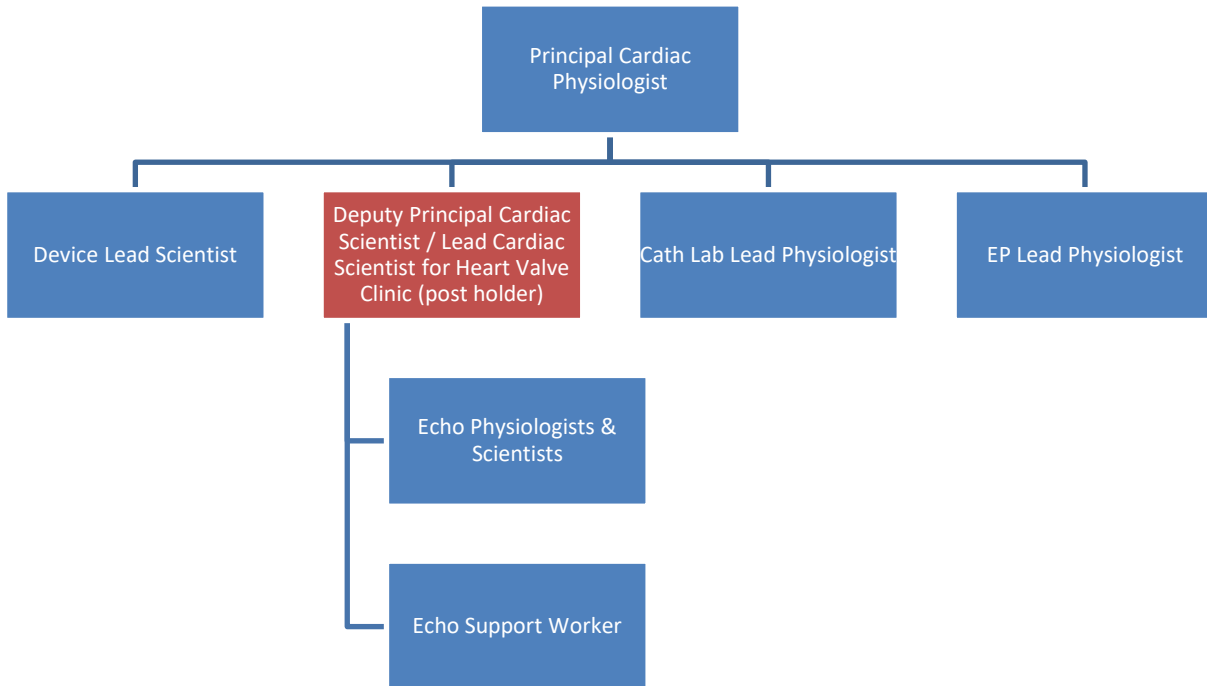
JOB PURPOSE
<p>The Deputy Principal Cardiac Scientist / Lead Cardiac Scientist for Heart Valve Clinic will work with the Principal Cardiac Physiologist providing site leadership and ensuring operational delivery of the highest standards of patient care at the Royal Devon University Healthcare NHS Foundation Trust. The post-holder will be expected to function independently as an expert Clinical Scientist in echo, and have both non-invasive and invasive physiology skills and knowledge. The post-holder will work with the service leads for cardiac rhythm management, and non-invasive cardiology, deputising for the Principal Cardiac Physiologist when/as needed. They will be a key point-of-contact for training staff members, and supporting staff towards achieving their professional accreditation in echocardiography.</p> <p>This post holder will lead a new valve surveillance clinic, including a rapid access clinic for patients with significant heart valve disease. In addition to this, they will work towards providing enhanced heart diagnostics in the form of exercise stress echo and transoesophageal echocardiography.</p> <p>This is a fantastic opportunity for the successful candidate to engage in service improvement, training, patient engagement and research.</p>

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
<ul style="list-style-type: none"> • Provide specialist diagnostics & advice within the echocardiography service • Lead a rapid access heart valve clinic (2WW) • Scientist-led valve surveillance clinic for those patients with moderate and then mild valve disease for whom intervention may be considered in future • Attendance at local and regional surgical/valve MDT meetings • Scientist-Led exercise stress echo and transoesophageal echocardiography for enhanced heart valve assessment • Involvement in research projects relevant to their specialist area • Support day-to-day staff management • Responsible for producing local guidance/SOPs' which will lead to changes in practice, resulting in improved patient care and team performance • Promotes service development and training, supporting implementation of departmental, national, and Trust guidance/policies within the department • Takes part in QA processes within the department • Responsible for undertaking staff appraisals / reviews • Takes part in relevant departmental/Trust meetings (Governance, M&M, HCS network etc)

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. Of particular importance are working relationships with:</p>

Internal to the Trust	External to the Trust
<ul style="list-style-type: none">• Clinical Scientists / Cardiac Physiologists• Clinical Leads / Clinical Directors• Consultants / Doctors• Nursing & AHP staff• Administrative staff & Bookings team• Cluster Manager/Support	<ul style="list-style-type: none">• Patients & relatives• GP surgeries• Other NHS Trusts• Professional organisations

ORGANISATIONAL CHART



FREEDOM TO ACT

- Utilising advanced clinical reasoning skills and techniques autonomously.
- Interpreting broad policy: establish the way in which these should be interpreted and establishing standards
- Acting as a lead specialist with echocardiography.
- Working within professional codes of conduct
- Assimilating risk/benefits and rationalise decision making based on extensive knowledge, skills and experience, recognising and acting on potential gaps in knowledge.
- Seeking out advice and support from consultant colleagues when required.
- Supporting the writing of policies and maintaining standards within Cardiology.

COMMUNICATION/RELATIONSHIP SKILLS

- Use highly developed communication, negotiation and persuasive skills at a range of levels across a variety of professional groups and organisations.
- Represent the service within the medicine care group, and when required, to other organisations (including specialist governance meetings)
- Acts as a mentor/clinical supervisor as appropriate.
- Provides and receives highly sensitive, complex or contentious information relating to patient care and communicates such information to patients, relatives with empathy providing reassurance as required
- Liaise with external companies, organisations and professionals to enhance understanding and improve services

ANALYTICAL/JUDGEMENTAL SKILLS

- Make operational judgements, manages conflicting views, reconciles inter and intra-professional differences of opinion and escalates for senior clinician review when required
- Frequently apply advanced skills in communicating complex, sensitive and emotive information to patients and carers. This includes discussion about diagnosis, disease progression or end of life

- Identify own personal development needs to work as an advanced practitioner, in accordance with the Trust Framework for Advanced Practice, and take appropriate action to ensure these needs are met to maintain qualification at masters level.
- Use advanced analytical and judgemental clinical skills within a diagnostic process, and with reference to evidence-based practice and local protocols, to consider differential diagnosis in order to ensure the delivery of appropriate care

PLANNING/ORGANISATIONAL SKILLS

The post holder will:

- Deliver formal and informal teaching initiatives as part of the education strategy in collaboration with the clinical lead to ensure practice development and improved care for patients.
- Maintain an active learning environment and have an on-going teaching role across the multi professional team.
- Attend and present at relevant clinical / professional meetings, seminars and conferences
- With the support of the Matron/Consultants, makes representation as appropriate at various meetings, providing feedback to the organisation on clinical and professional issues which have an impact on care and standards of practice within their sphere of responsibility.
- Apply theory to practice through appropriate clinical decision-making models and be able to justify their decision making
- Plan and organise own specialist care packages for patients within their speciality remit which will require formulation and adjustment as required in response to patient's conditions.
- Respond rapidly to changing priorities based on service need to meet patient requirements

PATIENT/CLIENT CARE

The post holder will:

- Provide advanced level holistic practice to clinical area of practice, working collaboratively with all members of the multi professional team to meet the needs of patients
- Ensure consistent high standard evidence based clinical intervention and decision making informed by local protocols and national guidelines
- Advise patients, their carers and staff on the promotion of health and prevention of illness.
- Act as an expert resource in specialist field.
- Develop knowledge and skills and scope of practice in a structured and supported process, supported by assessment and ongoing learning with an educational/clinical supervisor.

POLICY/SERVICE DEVELOPMENT

The post holder will:

- Conduct, and lead on the quality improvement to ensure delivery of a safe high quality service according to national guidance and best practice Trust policies, protocols and service strategy.
- Conduct clinical risk assessments, commence secondary prevention, provide health promotion advice and plan post-hospital interventions for patients add speciality if appropriate in accordance with service protocols and Trust policies.
- Act as a resource for health care professionals working within the Trust and primary care, providing specialist advice and support concerning the assessment and management of patients with heart valve disease specifically and cardiac conditions in general.
- Contribute to the management of the specialist service by providing periodical reports as per divisional requirements.
- Participate in operational and strategic planning for the development and delivery of the service, including the development of evidence based clinical guidelines to promote good practice.
- Develops protocols for specialist area considering impact on other services and develop policies as required
- Demonstrate compliance with professional policies and procedures at all times, working to local and national evidence-based guidelines.

FINANCIAL/PHYSICAL RESOURCES

Responsible to manage stock levels of consumables and equipment fault reporting. 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. They will deputise for the Principal Cardiac Physiologist when/as necessary.

HUMAN RESOURCES

- Supports interviews and staff integration/induction
- Undertakes staff appraisals and probationary reviews
- Supervision and assessment of trainees
- Provider of specialist evidence-based training to staff
- Provide representation on Trust committees / meetings as required.
- Supports staff management (i.e. sickness, A/L, performance, etc)

INFORMATION RESOURCES

- Records personally generated information, maintains patient / client records to high information governance standards at all times
- Records and processes research results and disseminate effectively at appropriate levels.
- Uses appropriate computer software to support information analysis in relation to research data.
- Ensures effective documentation in the reporting of incidents using the approved channels

RESEARCH AND DEVELOPMENT

The post holder will

- Seek out new knowledge by reading, enquiring and participating in continuing education and attend relevant clinical / professional meetings, seminars and conferences.
- Review and disseminate new information to relevant staff.
- Evaluate clinical practice in relation to its evidence base and clinical effectiveness.
- Major responsibility for R&D, one of the 4 pillars of advanced practice so 80% of the role is clinical and 20% is education, research and service development
- Participate/leads in research within scope of professional practice, to include active participation in research and audit projects and Quality Assurance projects. Expected to lead Quality Improvement Projects within their service.
- Use audit skills to enable the specialist team and other health professionals to improve quality of care by undertaking audits of clinical practice and actively contribute to the implementation of the findings/recommendations

PHYSICAL SKILLS

The post holder will

- Dexterity and accuracy required in relation to clinical practice including: manual handling and treatment of patients whilst carrying out cardiology, specifically echocardiography investigations. This would require moderate physical effort over significant periods
- To have highly developed computer skills to maintain patient records, prepare reports, prepare and deliver presentations, clinical audit, research and EPR and electronic prescribing, ability to access electronic results to support other organisational need and clinical practice.
- Advanced clinical examination skills, inc cannulation.

PHYSICAL EFFORT

- Highly developed dexterity, co-ordination and the ability to continuously scan patients during a clinic.
- Sitting at a computer desk/PC for long periods
- It will also involve pushing medical equipment around the hospital in order to provide diagnostic echocardiography to inpatients
- The post holder maybe required to travel to a variety of locations to meet service requirements and to attend leadership meetings.

MENTAL EFFORT

The post holder will:

- Provide professional leadership to a team of staff and to deal with challenge and conflict.
- Be flexible to the demands of the work including unpredictable work patterns.
- Frequently be able to concentrate with persistent interruptions, managing patients with complex needs and supporting members of the team.
- Be able to relay or translate complex information to staff, patients, carers into a clear and understandable format.
- Produce and interpret documents, reports and briefings to support, develop and lead specialist service area.
- Occasional prolonged concentration particularly when using a VDU.
- Identify strategies to motivate patients who are complex, have cognitive impairment or have limited communication to comply with their treatment plan.
- Represent the service, profession and organisation in a variety of meetings/forums.

EMOTIONAL EFFORT

The post holder will be providing care to vulnerable and ill adults, who are distressed, anxious and potentially angry. They will also

- Use clinical leadership skills to support decision making and resolve conflict.
- Be able to make calm, rational decisions under stressful situations.
- Be able to motivate and negotiate with staff using highly developed listening and persuasive skills to implement change within the service and manage any other impact on other service areas.
- Deal effectively and efficiently with issues of complaint and concern. Demonstrating listening and empathic skills with the ability to resolve potential contentious issues.

WORKING CONDITIONS

- Working with patients which may involve occasional exposure exposure including contact with bodily fluids such as blood, sputum, urine, vomit; fleas and lice. Depending on speciality but every clinical shift could be exposed to these bodily fluids
- There will be occasional exposure to significantly distressed and challenging patients with occasional exposure to verbal and physical aggression.
- Ability to work in shared space with often noisy and frequent interruptions
- per hazards/working conditions table below.

OTHER RESPONSIBILITIES

- Take part in regular performance appraisal.
- Keep up-to-date with all mandatory training required for the job
- 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.

APPLICABLE TO MANAGERS ONLY

Leading the team effectively and supporting their wellbeing by:

- Championing health and wellbeing.
- Encouraging and support staff engagement in delivery of the service.
- Encouraging staff to comment on development and delivery of the service.
- Ensuring during 1:1's / supervision with employees you always check how they are.

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.

<ul style="list-style-type: none"> • Ability to work as a team leader • Ability to work under pressure 	E E	
<p>OTHER REQUIREMENTS</p> <ul style="list-style-type: none"> • The post holder must demonstrate behaviours consistent with Trust values, and positive commitment to uphold diversity and equality policies approved by the Trust. • Ability to travel to other locations as required (community clinics at the Whipton & Nightingale hospitals) • Support the 24/7 on call PPCI rota as needed • Keep up-to-date with mandatory training required for the post 	E E E E	

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