****

**NHS Greater Glasgow and Clyde**

**Apprenticeship Programme**

**Location:** Glasgow Royal Infirmary

**Type of Role:**  Modern Apprentice - Engineering

**Job Title:** Practitioner Clinical Technologists

**Tenure:**  Fixed term

**Closing Date:**  Noon on Sunday, 7th April 2024

**Post Reference: 181403**

**Who can apply for this Training Programme?**

The current vacancies for the Practitioner Clinical Technologists (Medical Equipment Management) apprenticeship are only open to those applicants aged 16 to 24 years (or 16 to 29 years for Disabled applicants or applicants who are care experienced\*) at time of post commencement, in line with NHS Greater Glasgow and Clyde Widening Access to Employment Strategy and workforce projections.

We are committed to recruiting a workforce that reflects our population and we welcome applications from people from Black, Asian or other Minority Ethnic backgrounds, from LGBTQ+ candidates, Care Experienced\* people and Disabled people.

**Entry Criteria**

Applications are considered on a competitive basis which means not all candidates who meet the entry criteria will be guaranteed an interview.

In order to be considered for interview your Application Form MUST clearly demonstrate that you meet the following criteria:

* Two Highers (or SCQF equivalent) in Maths and Science/Technical Subjects at Grade A to C, and
* Five National 5’s at Grade A to C, one of which must be in English (or Standard Grades 1 and 2 OR Intermediate 2 A to C)

OR

* Completion of a Foundation Apprenticeships (or equivalent), and
* Five National 5’s at Grade A to C, one of which must be in English (or Standard Grades 1 and 2 OR Intermediate 2 A to C)

AND

* Fully complete the application form

We operate a Guaranteed Interview scheme for Care Experienced\* and Disabled applicants who meet the minimum selection criteria for this post. Please contact [mark.goldie@ggc.scot.nhs.uk](#) for more details.

*\*The term “care experienced” refers to anyone who has been or is currently in care. This includes kinship care where you are living/lived with a relative who is not your parent, or looked after with the help of social work, or living/lived in Residential care, Foster care, Secure care or Adoption.*

**Contents**

|  |  |  |
| --- | --- | --- |
| Work For My Job - Icon Vector Person Png, Transparent Png , Transparent Png  Image - PNGitem | **About this Apprenticeship** | **3** |
|  | **Qualifications to be gained**  **Recruitment Timetable and Selection Process**  **Job Description and Person Specification** | **3, 7**  **10**  **11** |
|  | **Summary Terms and Conditions of Employment** | **19** |

**About this Apprenticeship**

**What are the benefits of joining the NHSGGC Modern Apprenticeship Programme?**

The Modern Apprenticehship programme offers you the opportunity of gaining skills and qualifications that will help to start your career. As an Apprentice **Practitioner Clinical Technologist** you will be in paid employment and work towards a recognised vocational qualification at the same time.

Engagement with the Workplace Training, SVQ process, college attendance and satisfactory course progression is mandatory to successfully complete this programme.

This programme is linked to a Modern Apprenticeship at SCQF Level 7, completed over 4 years and you will work towards achieving:

* HND in Electronics
* Level 2 in Performing Engineering Operations
* Core Skills at SCQF Level 5
* SVQ Level 3 in Engineering Maintenance (Instrumentation)
* Diploma in Healthcare Technology Management
* Institute of Physics and Engineering in Medicine (IPEM) Diploma in Clinical Technology.

If you already hold these qualifications, you should consider applying for other NHS GGC Vacancies within Medical Physics.

If successful, you will be appointed to this Modern Apprenticeship Programme as an Apprentice **Practitioner Clinical Technologist** under Annexe 21 Terms and Conditions which means that during your training you will earn a percentage of the top of the NHS Agenda for Change Band 5 salary Scale (2023/2024 Pay Rates) or the Scottish Living Wage, whichever is highest. Your salary will be as follows:

**Salary:** Band 5 Salary Scale: £30,229 - £37,664

Modern Apprentice Salary: Starting salary: £22,598 per annum

* Band 5 Annexe 21 Year 1 – 60% of top of scale
* Band 5 Annexe 21 Year 2 – 65% of top of scale
* Band 5 Annexe 21 Year 3 – 70% of top of scale
* Band 5 Annexe 21 Year 4 – 75% of top of scale

On successful completion of the programme, you will be supported into permanent employment as a Multi Skilled Technician and appointed at the entry point of a Band 5 starting salary of £30229 per annum (2023/2024 pay scales).

**How long will this training programme last?**

This is a Fixed Term 4-year training programme and after successful completion of all elements of the programme, you will be supported to transition into permanent employment. During your training you are expected to attend regular reviews to discuss your progress and development needs and are expected to stick to the agreed training plan. This includes attending internal and external training and taking responsibility, with support, to collect the evidence required that proves competence in the job role

**Will I be attending college?**

The majority of the training is in-house however you will also attend college at the Glasgow Clyde College Cardonald or Anniesland Campus.

In year one of this four year apprenticeship you will attend college on a full time basis during the academic year with the remainder of your time spend in the workplace. In year two and three of college you will attend on a day release basis and in your final two years of your apprenticeship you may attend college single day sessions and to complete skills tests with the majority of your time spent in the workplace.

Although you will be attending college, this is a full-time position and you are considered to be an NHS employee from your first day with us.

**How is the SVQ Delivered?**

The vocational training SVQ Level 3 in Engineering Maintenance (Instrumentation) will be undertaken in your place of work with the support and qualification assessment provided internally by a team of experienced work-based assessors. An SVQ is a qualification that shows that you are able to perform a job to nationally recognised standards and is made up of a number of units, each one of which describes an aspect of the job. There are no exams involved in an SVQ, staff are assessed at their workplace using observation, professional discussion and work-related evidence. You will be assessed on the skills you use every day in your job and will assemble a portfolio of evidence in support. Your workplace training supervisor will also be involved with some assessments to provide workplace monitoring and feedback. In addition, assessment will be subject to quality assurance procedures and could require some assessments to be invigilated by the workplace training supervisor.

**Will I be working to a Job Description?**

Yes. You will work to a generic **Practitioner Clinical Technologist** job description with the expectation that you will be supported and trained to carry out all of the duties and responsibilities outlined. You would not be expected to perform at **Practitioner Clinical Technologist** level on appointment. You will also receive an outline of the training programme which highlights the key areas which you are expected to complete before your training will end.

**What will I be doing?**

The Medical Physics department provides a Medical Equipment Management service within NHS Greater Glasgow and Clyde. Medical Equipment is used at all stages of patient diagnosis and treatment. The Medical Physics department ensures this equipment is working correctly; this is done through the repair and maintenance of the medical equipment. The medical equipment looked after ranges from a digital thermometer to an anaesthetic machine; all equipment has different maintenance requirements, but all medical equipment is important in patient diagnosis and treatment.

Following a period of training you will work with a team of **Practitioner Clinical Technologists** who are experts on medical equipment.  This means they work closely with clinical staff to diagnose medical equipment problems, to advise on medical equipment purchases and staff training.

Your duties will include;

* Fault diagnosis of equipment
* Communicating with staff and company reps to collect all the relevant information about the equipment.
* Repair of Equipment.
* Planned maintenance of equipment.
* Management of equipment through our database.
* Assist the clinical and medical staff with advice on purchasing equipment.

In Medical Physics we get to see all the new and innovative equipment from the healthcare environment. We get to see how technology can be used to treat, diagnose and monitor patients. With such a varied workload you are always intellectually stimulated and the unpredictable nature of the work means your knowledge and experience constantly tested

For more information on the Clinical Technologist role please visit:

[https://www.healthcareers.nhs.uk/explore-roles/healthcare-science/roles-healthcare-science/physical-sciences-and-biomedical-engineering/clinical-or-medical-technologist-medical](#)

[https://www.ipem.ac.uk/CareersJobs/Whatdoourmembersdo/ClinicalTechnologists.aspx](#)

**Where will I be working?**

* Glasgow Royal Infirmary

**Who else works in within the team?**

* Technologists and Senior Technologists
* Manager
* Clinical Scientist
* Clinical Technologist

Within the Clinical Physics and Bioengineering Department you will work with qualified Clinical Technologists to carry out repairs and maintenance on the equipment, as instructed by the appropriate Supervisor relevant to the core skills.

**What type of person are you hoping to recruit?**

This role is suitable for someone who has an interest in working with their hands, has an enquiring mind with an aptitude for problem solving and an interest in understanding how electrical components work. You should have good manual dexterity and hand-eye co-ordination with excellent attention to detail, good communication and a strong team work ethic.

**What are the most important personal qualities required for the role?**

You will find further guidance on how to complete this section of the application form and suggested examples of cross transferable skills from education/extracurricular activities in the Job Description/Person Specification, but you should be able to demonstrate the following:

* Able to work as part of a team
* Good communication skills
* An inquisitive mind – someone who is keen to learn
* An interest in mechanical mechanisms and/or electrical systems
* Commitment to see a job through to completion.
* Good organisational skills
* Enthusiatic & positive in approach
* Self motivated & flexible

**Practitioner Clinical Technologists** in busy environments will require good attention to detail and a high level of concentration. Being able to take instruction and follow procedures is important, as is having a flexible and adaptable manner in order to cope with changing demands on your time. Your application should show us that you can work well in situations where there are time pressures and quick responses required.

**What is a Modern Apprenticeship Framework and where does an SVQ fit in?**

A Modern Apprenticeship Framework is a document that describes the minimum standard of competence defined by employers for a given role. Frameworks identify relevant SVQ (or alternative competency-based qualifications), core skills e.g. communication, numeracy and any industry specific training that might be required.

A Scottish Vocational Qualification (SVQ) is a qualification that shows that you are able to perform a job to nationally recognised standards. SVQs are made up of Units, each one of which describes an aspect of the job. You are expected to work your way through all of the units attached to your job role. There are no exams involved in an SVQ, staff are assessed at their workplace using observation, professional discussion and work-related evidence. You will be assessed on the skills you use every day in your job.

**What qualifications will I hold when I complete this programme?**

This post reflects the following Modern Apprenticeship Framework

[Level 3 MA in Engineering](#) *– click link to view more detail.*

Successful completion of the program results in:

* HND in Electronics
* Level 2 in Performing Engineering Operations
* NHS Greater Glasgow and Clyde’s Diploma in Healthcare Technology Management
* Institute of Physics and Engineering in Medicine (IPEM) Diploma in Clinical Technology.

Greater Glasgow and Clyde’s Diploma in Healthcare Technology Management is a SQA customised award at SCQF Level 9 (degree level). This award was developed by Greater Glasgow and Clyde and has allowed us to identify and focus on the essential areas for training in the management of medical equipment and being set at SCQF level 9 gives you national recognition in this unique field.

IPEM’s Diploma in Clinical Technology will enable you to register on to the Register of Clinical Technologists. You can find out more information on IPEM’s training at the link below.

[**https://www.ipem.ac.uk/TrainingWorkforce/IPEMClinicalTechnologistTrainingScheme.aspx**](#)

**What happens at the end of the Apprenticeship?**

On successful completion of **all** elements of the NHS Greater Glasgow and Clyde Modern Apprenticeship Programme we will support your transition into permanent employment within the organisation.

This apprenticeship post will last for four years. By the end of the apprenticeship you will be expected to:

* Complete NHS GGC organisational induction, Mandatory Healthcare Support Worker Induction Standards & Code of Conduct and role specific induction (within 3 months)
* Maintain required levels of attendance at Glasgow Clyde College for continued progress
* Evidence the knowledge and skills required for the job role via the Knowledge & Skills Framework Review & Personal Development Planning Process
* Complete the requirements for the Engineering Framework i.e. ([click here for details](#))
* Completion of HND in Electronics, Diploma in Healthcare Technology Management and Completion of Diploma in Clinical Technology (IPEM) and any training programmes identified by NHS GGC Service management
* Adherence to NHS GGC Policies & Procedures.

|  |  |  |
| --- | --- | --- |
|  | **Recruitment Timetable and Selection Process** |  |

*Please note this time table is indicative and may change.  Any variation in dates will be notified to candidates.*

|  |  |
| --- | --- |
| **Recruitment Stage** | **Date** |
| Post opens for Applications | Friday, 22nd March 2024 |
| Site Visit/Information Sessions  [Click here to book your space](#) | Tuesday 2nd April 2024 |
| Closing date for application submission | Sunday 7th April 2024 |
| Applications Assessed and selected candidates identified for Stage 1 Interview. | Week Commencing 8th April 2024 – candidates notified by the 12th |
| Online Interview Preparation Session | Week Commencing 29th April 2024 |
| Stage 1 Interview – Aptitude Assessment | Week Commencing 19th April 2024 |
| Final Interview – In person Panel Interview  (Subject to Covid 19 restrictions) | Week Commencing 22nd April 2024 |
| Start date for Successful candidates to commence employment – *Subject to successful completion of all required pre- employment checks* | Monday 5th August 2024 |
| College Programme Induction – | TBC |

**I’ve never worked as a Practitioner Clinical Technologist before so how do I know if I have the skills you are looking for?**

As this is an entry level position we will also ask you to answer some questions in the assessment section of the application form help us assess your suitability.

**How do you decide who to interview?**

We base our decision on who to interview by assessing the information you have provided on your application form and your responses to the questions you have been asked to address in the assessment section.

As well as having theeducational qualifications, skills, knowledge/ experience to apply you must also be able do the job so we will also ask you to provide supporting information in the assessment section of your application form that will help us assess your suitability.

The Assessment Section of the application form plays a significant part in our decision to select your application for shortlisting. **Please ensure you read the guidance on completing this section and ensure you answer all the questions put to you in the way we ask you to**. *See Page 14*

NHS Scotland is a Disability Positive organisation and operates a Job Interview Guarantee scheme for disabled applicants who choose to participate in this scheme. **All disabled applicants who meet the minimum criteria for selection are encouraged to indicate if they wish to participate in the Job Interview Guarantee Scheme**

|  |  |  |
| --- | --- | --- |
|  | **Job Description and Person Specification** |  |

*You will work to the standard Maintenance Technician Job Description with the expectation that you will be supported and trained to carry out all the duties and responsibilities outlined. You would not be expected to perform at Maintenance*

|  |
| --- |
| 1. **JOB IDENTIFICATION** |
| This post is part of the NHS GGC Modern Apprenticeship Programme. Postholders will undertake a formal programme of education and development to support the development of the knowledge and skills required for the post.  Job Title: **Modern Apprentice** **Practitioner Clinical Technologist**  Band: **Band 5 (Annexe 21)**  Responsible to: **Sector Technical Manager, Medical Equipment Management**  Department(s): **Department of Clinical Physics and Bioengineering**  Directorate: **Diagnostics**  Operating Division: **Acute** |
| **2. JOB PURPOSE** |
| The post holder is a member of a team of Technologists and Clinical Scientists working within the Medical Equipment Management Services Group.  Duties include, for example, the repair, maintenance, and performance assurance checks on a wide range of medical equipment. |
| **3. ROLE OF THE DEPARTMENT** |
| The Medical Equipment Services Group, part of the Department of Clinical Physics and Bioengineering, provides a medical equipment management and maintenance service across NHS Greater Glasgow and Clyde. |

|  |
| --- |
| **4. ORGANISATIONAL POSITION** |
| The post holder is line managed through the section manager, the Regional Sector Technical Manager, and through to the Head of Service for Medical Equipment Management.  Head of Service, Medical Equipment Management  Technical Manager -  North Glasgow  Section Manager GRI/PRM Specialist Clinical Technologist x7 Practitioner x4 (Including this post)  Associate Practitioner x1  Senior Assistant Practitioner x1      As part of their training, the post-holder may be expected to gain wide technical experience by working at different locations across NHS Greater Glasgow and Clyde, during their training period, where they will receive day-to-day operational direction from the local Section Manager. Support to other sections may also be required during times of staff shortages. |
| **5. SCOPE AND RANGE** |
| The Medical Equipment Services Group, part of the Department of Clinical Physics and Bioengineering, provides a medical equipment management and maintenance service. Services are provided to NHSGGC and to other healthcare establishments in neighbouring Health Boards. It is involved in the specification, selection and procurement, maintenance and performance assurance of medical equipment. Staff are directly involved in clinical support services and provide training for doctors, nurses and other healthcare professionals. Bioengineering staff also support research and development aimed at improving medical technologies and making them easier and safer to use.  The Department acts as the point of contact for all branches of clinical staff that use medical equipment for any form of diagnosis or patient treatment.  Staff in Medical Equipment Management are expected to be expert on the functioning and clinical use of the equipment so that advice on the use of, and any queries or problems associated with, equipment are dealt with in the manner most effective for the user.  Services are provided to all Clinical Directorates within NHS Greater Glasgow and Clyde and a range of services are also provided to neighbouring health-boards and Scotland-wide |
| **6. MAIN DUTIES AND RESPONSIBILITIES** |
| Upon successful completion of training, the duties of this post include: –   * Perform repairs on defined range of medical equipment * Perform planned maintenance and calibration to defined range of medical equipment * Commission and install new equipment * Use a range of test equipment and tools * Measure, analyse and record data * Communicate with hospital staff and external suppliers regarding progress of jobs and general equipment advice. * Operate to department quality system including undertaking stock control and document control duties * Record and progress work on the Medical Equipment Database * Mentor work experience students * Write and Review test protocols * Decontaminate Medical equipment * Provide first line cover in absence of other staff |
| Upon successful completion of training, the Responsibilities of this post will include:     * Prioritising tasks assigned and progressing jobs to completion and to the required standards of service. * Responsible for logging calls for service, recording accurate information, judging urgency of request and responding to emergency urgent calls on equipment they are trained to deal with. * Responsible for providing clinical staff with progress reports on equipment undergoing repair or service to allow for appropriate clinical contingencies to be made |

|  |
| --- |
| **7a. EQUIPMENT AND MACHINERY** |
| Following a period of training equipment and machinery used will include:   * Electronic measuring devices (Oscilloscopes, Digital Muliti-Meters, etc) * Mechanical and electronic workshop tools and machinery * Anti static equipment * Specialist Test equipment: Typically; Pressure meters, timers, Blood pressure analysers, Pulse oximeter testers, infusion device analysers, electrosurgery testers and Dialysis reference instruments * Computer, Scanner, Printers * Overhead projectors * Telephone/Fax   Defined medical equipment range including:   * Infusion devices, Physiological Monitors, CPAP Units, electronic Thermometers, Light sources, Microscopes, Defibrillators, Foetal monitors, Resuscitation equipment, Electrosurgery Equipment, hand held diagnostic devices. * Oxygen & Suction therapy equipment. Physiotherapy, ophthalmic and neonatal equipment, video endoscopy systems, central monitoring systems, tourniquets ,patient warming systems * Staff use specialised test equipment to carry out their work e.g. Electronic patient simulators, voltmeters, light, pressure and flow measurement devices. * Staff use specialised tools to carry out their work e.g. soldering irons (often needle point under magnification and surface mount technology), electric drills, precision instruments and cutting devices. |
| **7b. SYSTEMS** |
| Following a period of training the Systems used will include:   * Computerised systems are used to maintain records associated with equipment (such as EQUIP, a custom database package) and for the control of purchasing parts and consumables (such as the PECOS stock ordering system). * A number of dedicated software tools are used to interrogate and fault find medical equipment problems (e.g. Tympanic Thermometers, Infusion pumps and Ventilator / Anaesthetic Systems). * The post holder requires basic familiarity with the operation of the application software of a number of computer based cardiac systems. This is required to resolve setup and operation problems. * Staff use Microsoft Office products to produce memos, letters, spreadsheets, etc. and to import and export data for further analysis.   Staff must comply with and work to a number of standards, e.g.   * The requirements of the Quality Management System operated by the Department. Standards are maintained through the use of standard operating procedures, document control, management of training and competency, parts and supplies control and accurate record keeping. * The responsibilities placed upon them under the Health and Safety at Work act 1974, and Electricity at Work Regulations 1989. * International Standards e.g. IEC 60601-1 MEDICAL ELECTRICAL EQUIPMENT – General Requirements for Safety. * Hazard and Safety Action Notices produced by SHS, MHRA, etc. |
| **8. DECISIONS AND JUDGEMENTS** |
| Following a period of training these will include:   * Assisting in the supervision of Trainees, Assistant and Associate Technologists (ATO’s). Job supervised with work allocated. * Calls for service are taken unsupervised and entered on to equipment management database. Routine decisions at post-holders discretion. * Interpretation of information and Judgements on data is made when extracting data from service /operator literature and comparing with measured results to determine whether equipment is safe to use in the required environment and on patients. * Judgements are made on urgency and need for escalation of call requests for service. * Judgement used to prioritise tasks. |
| **9. COMMUNICATIONS AND RELATIONSHIPS** |
| The post holder will Work closely with the Section Manager, and through to their Technical Manager of Medical Equipment Management (MEM) and all Medical Technical Officers in the Department on a daily basis in aiding the provision of medical equipment management services;   * May compile reports for Section Manager or Manager of Medical Equipment Services. * Take part in internal audit of the operational policies as per the Quality Management System - this averages at 2-4 audits (external) per year and 8-12 (internal) audits per year.   Generate documentation within the AMS (Asset Management System) and have daily working contact with their colleagues regarding the production and maintenance of these documents e.g. technical manuals, in-house procedures, incident reports, damage reports condemned certificates.  Work closely with clinical/nursing staff in matters of equipment maintenance and repair; demand-led but is usually a daily occurrence, often requiring tact and persuasive skills. This will be by direct contact or by telephone.  Maintain relationships with external manufacturers, suppliers and agents to facilitate a supply chain for the repair and maintenance of medical equipment. |
| **10. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB** |
| PHYSICAL   * A high level of manual dexterity and accuracy in the manipulation of fine tools / screwdrivers and materials is required. * Proficiency in various engineering and electronic practices is required e.g. the safe use of drills and physically inspecting electronic equipment, etc. * Some equipment can be heavy or awkward to lift or move, frequently resulting in periods of moderate physical effort. Occasionally heavy medical equipment, in excess of 100Kg, needs to be moved e.g. anaesthetic machines. Occasionally medical equipment must be worked on in cramped and awkward positions. * Keyboard skills are also required of the post holder. * Good colour perception required for electrical wiring, colour coded plans and components and systems tests and alerts which are colour coded   MENTAL DEMANDS   * Long periods of concentration are required during fault finding and calibration work. * Several times during the day, staffs are subject to interruptions and telephone calls from colleagues, clinical staff, etc that require immediate attention and disrupt work. * The post holder must reprioritise work during unpredictable periods.   EMOTIONAL DEMANDS   * Staff are exposed to distressed and critically ill patients when checking equipment that is still attached to the patient, e.g. during surgical procedures, intensive care ventilation and monitoring. * The work requires diligence since incorrect actions or decisions can have serious consequences on patient care or result in a serious incident.   WORKING CONDITIONS   * Staff must exercise extreme care whilst live testing medical equipment due to the risk of electric shock. * The working environment and equipment can often be contaminated with body fluids that must be decontaminated before proceeding. Special precautions must be taken in these circumstances. * Staff regularly work with hazardous chemicals and a full knowledge of COSSH is essential e.g. anaesthetic agents. Potential exposure to X-rays during clinical procedures. |
| **11. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB** |
| * Sustaining concentration during repair procedures whilst being frequently interrupted. * Dealing with clinical pressures from anxious medical staff e.g. attending to an emergency breakdown of equipment during a surgical procedure whilst still connected to the patient. * Investigating and correcting intermittent faults on medical equipment. * Working to tight deadlines whilst maintaining high standards of work and assuring patient care. * Advising medical/nursing staff that their use of equipment is incorrect or unsafe. This requires tact and diplomacy in often contentious situations. |
| **12. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB** |
| See attached person specification |

**Modern Apprenticeship Person Specification**

**Medical Physics (Medical Equipment Management) Modern Apprenticeship Programme**

**Job Title:** Practitioner Clinical Technologist

**Department:** Acute Hospitals sites across NHS GGC

**Service:** Diagnostics

|  |  |  |
| --- | --- | --- |
| **Criteria** | **Essential** | **Desirable** |
| **Qualifications & Training**   * 2 Higher Grade A to C in Maths and a Science/Technical Subject AND * 5 x National 5 (or equivalent) at grades A to C in the including English and a Science/Technical Subject * OR * Completion of a Foundation Apprenticeships (or equivalent), AND   Five National 5’s at Grade A to C, one of which must be in English (or Standard Grades 1 and 2 OR Intermediate 2 A to C) | Yes  Yes |  |
| **Knowledge, Skills & Abilities**   * Literacy and numeracy skills * Good keyboard and IT skills * Experience of using Office packages(MS Excel, MS Word, MS Access) * Demonstrates Good communication and Interpersonal skills * Demonstrates the Ability to understand and follow procedures and policies * Demonstrates the ability to be an Effective team worker * Ability to work accurately, paying attention to detail while working to deadlines * Manual dexterity (relevant to duties) * Awareness of importance of confidentiality | Yes  Yes  Yes  Yes  Yes  Yes  Yes  Yes  Yes  Yes | Yes |
| **Personal Qualities**   * Demonstrates a caring outlook * Commitment to training & development * Enthusiasm –Demonstrates a genuine interest in or enthusiasm for engineering * Willingness to have a ‘hands-on’ approach to work allocated * Demonstrates the ability to carry out duties in a safe manner as instructed / trained * Demonstrates the ability to use initiative * Demonstrates the Potential to communicate well with colleagues and other service users within a healthcare environment * Demonstrates understanding of the service need to be flexible and to undertake mechanical and electrical work when required * Smart appearance and ability to promote departmental reputation | Yes  Yes  Yes  Yes  Yes  Yes  Yes  Yes | Yes |
| **Other**   * As the role requires frequent working with electrical wiring, colour coded plans and components, systems tests and alerts which are colour coded, good colour perception is required. * The post holder is expected at all times to practice competencies that demonstrate insight, understanding and mutual respect of patients, their families, carers and work colleagues. * The post holder is expected at all times to be an exemplar of person-centred care, embracing their Code of Conduct to a high standard as part of an integrated health professional team | Yes  Yes  Yes |  |