## NHS GGC JOB DESCRIPTION

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| **JOB IDENTIFICATION**  Job Title: Specialised Cardiac Physiologist  Band: Agenda For Change Band 6  Reports to; Cardiac Physiology Team Lead  Responsible to: Cardiac Physiology Sector Manager  Departments: Cardiac Physiology QEUH (occasionally NVACH & WGACH) | |
| Division: South Sector | |
| **JOB PURPOSE** | |
| |  | | --- | | The post holder is responsible for assisting in the provision of a highly skilled, efficient, high quality diagnostic cardiac service to patients attending the Queen Elizabeth University Hospital, although cross site working may be required.  The purpose of this role is to provide specialised physiology services in a lead role. i.e. Tilts, ETT’s, CPET’s, Palpitations Clinic. Unsupervised level work in pacemaker implants and follow up will be expected, although early supervision will be available dependant on experience.  The postholder will also have the opportunity to work within the Highly Specialised Teams of Devices and Echo and work toward Post Graduate registration through BSE and/or BHRS  The postholder will have shared responsibility within the Cardiology Department for the training and development of other staff and ensure delivery of the highest quality of patient care by managing resources efficiently and effectively and following national, corporate and departmental procedures.  This post supports the Service Manager’s aims to ensure that there are clear and effective structures and processes designed for co-ordinated decisions that achieve the Board’s Health Plan for safe and effective clinical care.  The postholder works autonomously for the majority of the time | |  | | |
| **ROLE OF DEPARTMENT** | |
| NHS Greater Glasgow and Clyde (GGC) serves a catchment population of 1.3 million across South, North and Clyde sectors, with South Sector serving more than half of this with a catchment of 480 thousand. South Sector has a cardiac physiology workforce of 58 WTE.  The QEUH cardiac physiology service provides a broad range of investigations to both an inpatient and outpatient population. Transthoracic echo services, and TOE, 3D and Bubble Studies. A well established device follow up service including ICD and CRT, physiology led ILR implants, pacemaker implants  The department also performs physiology led exercise tolerance testing, tilt testing, and consultations to support the GP’s in the management of Palpitations, and the usual repertoire of clinical physiology investigations including resting and ambulatory ECG and BP and holter analysis. | |
| ORGANISATIONAL POSITION | |
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| MAIN TASKS, DUTIES AND RESPONSIBILITIES | |
| **Professional Behaviours**  To support NHS Greater Glasgow and Clyde’s core values of quality, teamwork, care and compassion, dignity and respect, and openness, honesty and responsibility through the application of appropriate behaviours and attitudes.  To adhere to relevant professional codes of conduct (the Registration Council of Clinical Physiologists, The Health and Care Professions Council or the Academy for Healthcare Science as appropriate).  To support the Cardiac Physiology Service Manager in ensuring that junior members of the healthcare science team also conduct themselves in accordance with these codes and within the professional governance framework  To demonstrate and apply a knowledge of the operation and function of professional governance in the Healthcare Science professions, and an understanding of professional accountability and fitness to practice  To demonstrate the application of reflective practice  To uphold the individuality, dignity, confidentiality, values and autonomy of every patient and to act as a  role model to junior staff  To promote the professional standing of the department and to act as an ambassador for South Sector  Cardiac Physiology  To adhere to and be fully conversant with relevant NHS GGC policies and procedures  To take a shared responsibility for maintaining own continuing professional development, professional registration, and clinical accreditations; identifying own development needs in conjunction with the Cardiac Physiology Team Lead  To promote equality, value diversity and to challenge bullying, harassment and discrimination within the workplace, whilst encouraging and enabling others to do so.  **Clinical**  Physiology Led Testing including Tilt Tests, ETT’s & CPETs:   * Perform Clinical Physiologist led Tests with analysis of Electrocardiogram and Haemodynamic data as an independent practitioner. The Clinical Physiologist is required to review both the referral and the patients cardiac status and then decide if the request is appropriate and whether it is safe and within professional guidelines to proceed. Responsibility for ending test at appropriate time. Considering clinical findings and patient safety. * Supervision and training of Physiologists during these Investigations. * Understanding and ability to accurately take and record haemodynamic measurements.   Pacemaker Follow Up Clinics and Implants   * Perform all appropriate investigations and measurements during pacemaker implants. The postholder will be able to recognize and alert the Clinician to any life threatening arrhythmias and act appropriately. * The postholder will perform pacemaker follow up clinics and be competent with a wide range of pacemaker programmers. The postholder will recognize when measurements are of concern and act appropriately. This may include alerting Clinicians to clinical safety and any patient concerns. * The department provides a robust training plan for physiologists wishing to extend their role and pursue post graduate training in devices. The postholder will be given the opportunity for this development but it is not essential to this role.   Cardiac Ultrasound   * The department provides a robust training plan for physiologists wishing to extend their role and pursue post graduate qualifications in cardiac ultrasound. The postholder will be given this opportunity for development but it is not essential for this post.   Resting and ambulatory ECG and BP   * The postholder will be required to analyse and subsequently produce a report for ambulatory recordings The postholder will be able to recognise a potentially life threatening recording and take appropriate action * The postholder informs medical staff of acutely abnormal ECGs/ETTs/Echocardiograms. The postholder will advise medical staff of pathological changes in diagnostic procedure that may affect patient management. Postholder is responsible for ensuring that clinical reports that require urgent attention are returned to the referring clinician i.e. life threatening rhythm in 24hr ambulatory ECG   Record ECG's on both inpatients and outpatients during emergency and non-emergency situations.  Independently performs patient consultations with patients referred by GPs for investigation of palpitations. Reviews referrals for vetting. Takes a patient history. Determines whether ambulatory ECG recording is indicated. Reviews investigation findings and identifies whether onward referral may be indicated. Provides lifestyle advice as appropriate. Prepares a report and recommendations for management by the GP.  **Own training**  It is anticipated that the postholder would undertake training in an advanced specialty of cardiac physiology, ie echocardiography or cardiac rhythm management, however this is not an essential requirement of the postholder. If pursued, the postholder would be expected to undertake post graduate level professional accreditation.  Contributes to the operational management of a service by:   * Ensuring appropriate training of staff. * To ensure patient care is delivered in accordance with established policies and protocols and agreed standards. * To manage resources efficiently and effectively. * To ensure maintenance of equipment and reporting of faults. * To maintain effective communication with wards and departments. * To ensure the safe custody and administration of drugs in accordance with established policies and procedures. * To participate in the process of clinical audit. * Be aware of the need to maintain accurate written and oral communication. * Show professional leadership and act as a role model to other staff. * To meet with medical reps. when necessary. * To consult with medical staff regarding clinical findings.   **Clinical supervision and training**   * To contribute to the training of undergraduate trainee Physiologists, for example, by acting as a Workplace-based Assessor. * To be responsible for the local induction and orientation of new staff members, as directed by the Cardiac Physiology Team lead * To organise and supervise as and when required * To be responsible for the training of junior colleagues, such as new Cardiographer staff, as directed by the Cardiac Physiology Team lead | |
| **SYSTEMS AND EQUIPMENT** | |
| The post holder will be required to have a detailed in-depth knowledge of the following equipment functions and how to calibrate, clean, maintain and troubleshoot technical problems to ensure safe, accurate, high quality data/reports are produced as they assist medical staff in making decisions regarding patient treatment and care.  **Medical**   * Exercise Test System - provides data for interpretation to diagnose/quantify coronary heart disease and/or arrhythmia * Taskforce Tilt Equipment – provides data for interpretation of possible cardiac syndromes including orthostatic hypotension. * Pacemaker Programmers and Analyser – required to ‘interrogate’ pacemaker devices and take measurements during implants * Using a pulse oxymeter, suction and oxygen when required during transoesophageal ultrasounds. Cardiac Defibrillator knowledge and operation of Resuscitation equipment. * Working with computerised ECG machines that are linked to a patient by specific electrode placement on the chest. These machines are maintained by Clinical Physics but all Clinical Physiologists should check for lead cracks and maintain supply of electrodes, paper and tissue on machines. * Ambulatory blood pressure monitors   **Computer Software**   * Exercise Tests digital Archiving – storing ECG tracings and management of reports. * Sentinel System, understands the procedures for downloading, analysis and reporting of data / findings obtained. * Operation of Trakcare * MUSE ECG system | |
| **DECISIONS AND JUDGEMENT** | |
| **Professional**  Accountable for own professional actions and reports whilst working within Professional Codes of Practice/Guidelines, policies and procedures. He/she will work autonomously. The post holder will be expected to supervise junior and senior staff.  **Clinical**  The postholder will be required to make a clinical judgement on safety of proceeding with an investigation, allowing a patient to leave the department following an investigation and providing a comprehensive clinical report for Clinicians  As the lead physiologist, the postholder is responsible for making the decision to stop physiology led tests using their clinical judgement underpinned by experience. The postholder is required to review both the referral and the patients cardiac status and proceed if it is safe and within professional guidelines to do so. In the event of a cardiac arrest he/she may be required to defibrillate the patient.  **Managerial**  The post holder as a part of leading a service has to ensure:  Staff are trained and competent in their working areas within the department  Any training, competency, conduct issues are raised with the Team Lead/Services Manager. | |
| **COMMUNICATIONS AND RELATIONSHIPS** | |
| The post holder must have highly developed communication skills in order to manage a service within the dept. These must be allied to an accurate knowledge and understanding of well-established forms of communication in order to provide complex information to highly specialised clinical staff in a knowledgeable and professional manner and convey the same information/result to patients at a level they can clearly understand. The post holder will demonstrate a balanced and equitable approach to managing difficult situations for patients, staff and visitors.  **Inter-departmental/staff communication**   * Daily communication with all levels of staff throughout the organisation in a concise professional and reasoned manner. * Daily communication with other clinical Physiologists when organising work and training. * Communicate unexpected findings/results to medical/nursing staff. * Communication with nursing/clerical staff regarding appointments and results. * Communication with other clinical departments in order to negotiate appointment times. He/she will ensure appropriate appointment times are allocated to ensure patient flow is clinically and physically optimised for the patient’s care/treatments. * Regular attendance at departmental meetings.   **External**:   * Communicate findings with General Practitioners, Practice Nurses etc. when appropriate. * Communicate with Clinical Physiologists in other hospitals when discussing reports, pacemaker information and appointments. * Communicate with Technical Specialists associated with various equipment.   **Patients/Carers/Relatives**:   * Communicate to patients, the arrangement of appointments and any information relevant to that appointment. * Instruct patients, at a level they can understand, what to expect during the investigations. Also, actively encourage their co-operation in order to achieve the best possible outcome/results from their test/procedure. * Communicate to non- English speaking patients through the appropriate interpreter and respect any cultural or religious requirements. * Persuade patients, often who have ischaemic heart disease or have suffered a heart attack to perform exercise on a treadmill in an attempt to induce symptoms and ECG changes. | |
| **PHYSICAL DEMANDS OF THE JOB** | |
| * On a daily basis, the post holder will be required to position and manoeuvre patients for optimum test information. The postholder may have to perform cardiac investigations on obese, difficult to manage patients in cramped spaces. * Movement of patients on chairs and trolleys. * There are physical requirements of the highest capability in hand and eye coordination allied to prolonged periods of concentration, keyboard skills and accuracy during the performance of all cardiac investigations * Repetitive movements – inputting data to keyboards, all departmental equipment is now PC based. * Movement of stores and supplies. * Movement of Pacemaker Programmers. * Moving patients in wheelchairs and trolleys. * Frequent periods of limited movement for long periods i.e. standing during ETT sessions. Sitting in awkward positions during Echocardiographic examinations (sessions last 3-4hrs)   Risk:   * All clinical and administrative tasks require the post holder to work with VDUs of differing size and quality. * Mainly moving and handling of patients. * More stressful due to autonomy of job, managing or assisting to manage a service. * The post holder is occasionally exposed to blood, vomit, urine and other body fluids. I.e. Leg ulcers, during cardiac procedures. Working with patients with MRSA, Infectious diseases, HIV positive. * During all cardiac investigations the post holder will be expected to take precautions and adhere to Risk and Infection Control Policies and Guidelines in order to minimise the risk of injury and/or cross infection both to themselves and patients | |
| MOST CHALLENGING/DIFFICULT PARTS OF THE JOB | |
| * Maintaining composure when recording threshold during pacemaker implant (measuring minimum voltage required to pace a patient who is pacemaker dependent – no heartbeat until threshold is reached. * Making clinical judgement of when to stop a test i.e. if exercised for too long, could potentially lead to cardiac arrest on patient with abnormal ETT. * Stress due to autonomy of the job. * Stress due to difficult decision making affecting patient management. * Responsibility of assisting to manage a service. * To provide a highly accurate, diagnostic analysis and be responsible for reporting of the same, particularly as in the course of the procedure, the post holder will obtain findings, which are new, acute, or indeed in conflict with those which are contained in referral notes. * Maintaining composure during resuscitation situations  |  |  | | --- | --- | | **ESSENTIAL** | **DESIRABLE** | | **REGISTRATION** |  | | (i) Registration as a Clinical Scientist with HCPC or  (ii) Satisfies eligibility criteria for registration as a Clinical Scientist via the STP equivalence route, as administered by AHCS AND holds current professional registration as a Clinical Physiologist at practitioner level with RCCP or AHCS. | Veni-puncture & Cannulation Training | | **QUALIFICATIONS** |  | | BSc Clinical Physiology from AHCS/RCCP approved educational provider; or equivalent qualification and experience as approved by either body | Evidence of CPD | |  | Evidence of working towards -Masters level professional accreditation in adult transthoracic echocardiography,(or working towards) ie British Society of Echo (BSE), European Association of Cardiovascular Imaging (EACVI) or equivalent. OR cardiac devices BHRS, International Board of Heart Rhythm Examiners ( IBHRE) or European Heart Rhythm Association (EHRA) or equivalent | | **KNOWLEDGE,SKILLS & EXPERIENCE** |  | | Knowledge, skills and experience of direct clinical supervision and mentorship i.e of ATO colleagues |  | | Knowledge of clinical cardiology, to include the value and limitations of exercise testing and ambulatory monitoring in clinical decision making | Knowledge, skills and experience of workplace-based assessment | |  | Experience of delivering presentations/teaching | | Knowledge of clinical governance principles and experience of assessing and managing clinical risk | Ability to initiate and undertake clinical audit (with support) | | IT skills:  Intermediate level use of Word, Powerpoint and Excel |  | | **BEHAVIOURAL COMPETENCIES** |  | | * Leadership, emotional intelligence and interpersonal skills: * Progressive and open to change and innovation. * Professional integrity, probity and accountability. Upholds professional governance * Ongoing commitment to own CPD |  | | |
| **JOB DESCRIPTION AGREEMENT** | |
| A separate job description will be signed off and agreed by each job holder to whom the job description applies:  Job Holder’s Signature:  Head of Department’s Signature: | Date:  Date: |