

HIGHLY SPECIALISED RESPIRATORY/SLEEP PHYSIOLOGIST

Candidate Pack



Our Trust

At The Shrewsbury and Telford Hospital (SaTH), our vision is to provide excellent care for the communities we serve. Working together across our teams, we provide district general hospital services for around half a million people in Shropshire, Telford & Wrekin, and mid-Wales.

Our main service locations are The Royal Shrewsbury Hospital and The Princess Royal Hospital, Telford, which together provide 99% of our activity. Alongside these, we also provide community and outreach services across the local area.

As one of Shropshire's biggest employers with around 7,000 staff, we offer a wide range of opportunities to build a rewarding career across both clinical and non-clinical roles. Our people are dedicated and passionate, working together to deliver the best patient care. No matter your role, you'll be joining a supportive team environment where you'll be able to make a real difference for our patients.

We are committed to supporting you at every stage of your career with us, whether you're starting something new or looking to take the next step into leadership. With strong partnerships and our newly awarded university hospital status, you'll have access to excellent education, mentoring and experience to help you thrive.

Our Vision

"To provide excellent care for the communities we serve"

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

Our Values



Poppy's Promise

Poppy's Promise is a compassionate care initiative introduced within this Trust to enhance communication, respect and empathy across every aspect of patient care.

The initiative was founded by Katie Russell, following the loss of her daughter Poppy, who tragically died at just twelve hours old due to failures in care and communication. Born from that experience, Poppy's Promise serves as a powerful reminder that while clinical skill saves lives, it is compassion, listening and respect that define the quality of care and human connection. By embedding this promise across our organisation, we ensure that no patient or family ever feels unseen, unheard, or uncared for.

Poppy's Promise is a five-stage framework that supports NHS staff to provide compassionate, consistent and patient-centred care. It aims to create a culture where empathy and communication are prioritised at every level - from education and recruitment to daily patient interactions.

At the heart of the initiative lies the C.A.R.E. framework, which outlines four guiding principles for staff to follow. The CARE principles form the foundation of Poppy's Promise. They describe the behaviours, attitudes and values that underpin every interaction — between staff and patients, staff and families, and colleagues with one another.

CARE is not an additional task. It is how care is delivered.

C.A.R.E. Meaning and Practice

Compassion - Demonstrate genuine kindness, empathy and humanity in every interaction.

Compassion means recognising the emotional as well as the physical needs of patients, families and colleagues, and responding with care, patience and understanding. Small acts of compassion can have a lasting impact.

Acknowledge - Actively listen and be fully present.

Use eye contact, names and open body language, and acknowledge the individual's feelings, concerns and lived experience. Every person should feel seen, heard and taken seriously.

Respect - Treat everyone with dignity, honesty and fairness at all times.

Respect individual differences, personal circumstances and lived experience. Trust is built through respectful behaviour, consistency and integrity.

Empower - Enable people to be active participants in their care and work.

Communicate clearly, encourage questions and shared decision-making, and ensure patients, families and colleagues feel informed, confident and included.

Poppy's Promise is more than a framework - it represents a cultural shift towards human-centred care. By adopting these principles, we:

- Strengthen trust and communication between staff and patients
- Reduce avoidable harm through better understanding and listening
- Improve patient experience and staff wellbeing
- Foster a culture of openness, empathy and shared responsibility

Every member of staff has a role to play in bringing Poppy's Promise to life. Whether you are clinical, administrative or support staff, compassion and communication are part of everyone's role.

In daily practice, you can:

- Take a moment before entering a patient's space - centre yourself, focus on the person, not the task
- Use clear, respectful and kind language
- Listen without interruption and acknowledge emotions expressed
- Be honest and transparent, even when conversations are difficult
- Reflect after interactions - consider how your approach made the patient or family feel

All staff within the Trust are expected to:

- Uphold the values of Poppy's Promise in all patient and colleague interactions
- Attend any training, workshops or refreshers provided as part of the initiative
- Support colleagues in modelling compassionate behaviours
- Raise concerns constructively when communication or respect fall short
- Reflect these principles in both professional and personal conduct within the workplace

Together, we can make every interaction an opportunity to care, listen and make a difference.

That is Poppy's Promise.

Job Summary

This summary has been generated using AI to provide a clear and accessible overview of the role. It is intended to support candidates who may find the full job description harder to read, such as those who are neurodiverse, have learning disabilities or lower literacy levels. Our goal is to make the application process more accessible and inclusive for everyone.

- Provides high-quality Respiratory care by carrying out breathing and sleep tests in the hospital and Community Diagnostic Centre
- Works independently to perform specialist tests, check equipment, and make sure results are correct
- Explains procedures clearly to patients and supports their care throughout testing
- Keeps patient information safe and up to date while helping the service run smoothly
- Helps train staff and students and takes part in research and team meetings
- Keeps skills and knowledge up to date to support safe and effective patient care

Job Description

Job title:	Highly Specialised Respiratory and Sleep Clinical Physiologist
Grade:	Band 7
Site:	The Princess Royal Hospital, Telford
Accountable to:	Service Manager for Unscheduled Care
DBS required:	Enhanced

Job Overview

- The role of The Highly Specialised Respiratory Physiologist is to provide a high quality, patient focused, efficient Respiratory service within the Shrewsbury and Telford Hospitals NHS Trust, to include supporting the Department's service provision at the Community Diagnostic Centre, Hollinswood House.
- Work in conjunction with the department manager and other staff to ensure the service needs are met.
- Performance of the full range of routine and more specialised Respiratory diagnostic tests
- Responsible for the monitoring and performance of calibration and quality control procedures for all equipment
- Supervision of less experienced staff
- Teaching and training of students, trainees and Trust staff
- Updates own professional knowledge.

- Participation in research and development activities in Respiratory Medicine

Main Duties and Responsibilities

Patient Care/ Clinical Responsibilities

A highly specialist Respiratory Physiologist will independently perform a combination of the following specialist procedures.

- Cardiopulmonary exercise tests
- Full Lung Function Studies analysing complex results and producing accurate reports, including respiratory muscle function testing and skin prick allergy assessments
- Set up, download, analysis and interpretation of limited channel sleep studies, producing accurate diagnostic reports
- Issue continuous positive airway pressure treatment to sleep apnoea patients, monitoring progress, managing their care and reporting to the consultant and GP
- Detailed analysis and clinical decision making of possible complex sleep disorders from diagnostic and CPAP usage data
- Participate in the training of physiologists, medical and nursing staff as per departmental training programme
- Prioritise own duties and workload
- Communicate complex information with patients, relatives or carers, explaining the procedures taking into account any learning or physical disabilities, in order to obtain agreement and cooperation to any tests or procedures, ensuring privacy, dignity and confidentiality at all times.
- Ensure availability, cleanliness and maintenance of equipment.
- Ensure appropriate stock levels are maintained ordering stock as appropriate, via stock control or purchase requisition.

Professional

- Ensure personal compliance with regards to mandatory training, professional CPD and codes of conduct.
- Maintain state registration and personal competence
- Contribute to the training of junior staff
- Participate and contribute to monthly Respiratory meetings including presentation of interesting cases and audit data.

Planning and organising

- Contribute to meeting and sustaining the local and National diagnostic targets within the department.
- Works flexibly and contributes to participation in an efficient rota to ensure all service needs are met.

Communication

- Maintain good working relationships and be able to communicate complex information to a wide range of staff, patients and external agencies.
- Liaise with physiological, medical, technical, nursing, housekeeping, administrative and other staff as necessary.
- Contributes and participates in departmental meetings to support a high-quality service for patients and support a strong team ethic.

Physical and Financial Resources

- Ensure machines are maintained and faults reported to Medical Engineering, liaise with relevant companies completing necessary feedback reports.
- To be responsible for the maintenance, calibration and accuracy of cardio-respiratory equipment.
- Understand electronic patient database systems, computer systems and applications. Comply with existing systems for the accurate recording, collation, monitoring and feedback of appropriate information.
- Responsibility for maintaining stock control

Human Resources

- Responsibility for providing junior staff with training regarding routine investigations and medical staff with specialist echocardiography training.
- Undertaking workplace assessments and appraisal of junior staff

Clinical Governance and Audit

- Work within agreed Trust and local policies and protocols.
- Contribute and participate in audit to ensure compliance with and development of professional and local policies and procedures and clinical standards, protocols and guidelines.

This list of duties is not intended to be exhaustive but indicates the main areas of work and may be subject to change after consultation with the post-holder to meet the changing needs of the service.

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Appropriate clinical physiology masters level qualification or equivalent. • BSc Clinical Physiology/Science • ARTP Part I and Part II Assessments / or equivalent • experience • Registered on the RCCP voluntary register • Training/assessor qualification 	
Experience	<ul style="list-style-type: none"> • Knowledge of highly specialised respiratory investigations • Knowledge of respiratory diseases and their affects on respiratory function • Knowledge of field and formal exercise test procedures. • Knowledge of complex sleep disorders and associated investigations and therapeutic interventions used to treat these conditions. • Specialist training/experience in areas of advanced respiratory measurement e.g. cardio-pulmonary • exercise testing, long term oxygen therapy assessment, sleep and nasal ventilation 	

<p>Knowledge and skills</p>	<ul style="list-style-type: none"> • Significant experience working at Band 6 Senior Physiologist • Advanced specialist knowledge of healthcare science activities • Performs a range of basic and highly specialised procedures • Laboratory maintenance, calibration and quality control procedures • Good interpersonal skills. Seeks out further development and responsibilities • Highly developed skills for use of equipment. • Ability to interpret basic lung function tests. • Communicates technical information with colleagues and patients/carers • Supervises/trains junior members of staff 	
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General conditions

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

Health & Safety

As an employee of the Trust you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work;
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to;
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself;
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff;
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at annual mandatory updates and ongoing continuing professional development;
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Information Governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently and effectively. You are required to comply with the Trust's Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- **Confidentiality and Security** - Your attention is drawn to the confidential and sensitive nature of information collected within the NHS. Whilst you are

employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.

- **Disclosure of Information** - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action.
- **Information Quality and Records Management** - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

Professional Standards and Performance Review

As an employee of the Trust you have a responsibility to:

- participate in statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct;
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates;
- participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

Safeguarding Children and Vulnerable Adults

We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of

Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.

- As an employee of the Trust you have a responsibility to ensure that:
 - you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines.
 - you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

NHS Sexual Safety Charter

The Trust is committed to ensuring that all employees work in an environment that is safe, inclusive, and free from sexual misconduct, harassment, and discrimination. As a signatory to the NHS Sexual Safety Charter, the Trust upholds a zero-tolerance approach to sexual harassment and supports anyone affected by inappropriate behaviour. In accordance with the Workers Protection (Amendment of Equality Act 2010) Act 2023, the Trust has a statutory duty to take reasonable steps to prevent sexual harassment of its employees. All staff, are required to treat others with dignity and respect at all times and to cooperate with Trust policies, procedures and training designed to maintain a culture of safety, professionalism, and mutual respect.

Social Responsibility

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

Continuous Improvement

The Shrewsbury and Telford Hospital NHS Trust aims to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

To support this, we have developed the SaTH Improvement Method, a structured approach to change that provides practical tools and techniques to help you understand what success looks like with clear aims, enables you to measure progress and plan meaningful improvements.

You won't be doing this alone. Whether you're new to improvement or already leading change, the Improvement Hub is here to guide you with expert advice, hands-on support, and a wide range of training opportunities to help you grow and thrive throughout your time at SaTH whilst making improvements in your area of

work. Join us in shaping a culture of continuous improvement, where every colleague is supported to make a difference.

Equal opportunities and diversity

The Shrewsbury and Telford Hospital NHS Trust is an Equal Opportunities Employer, fully committed to fostering an inclusive workplace where all staff feel valued and able to thrive. We believe that a diverse workforce, reflective of our community, is essential for delivering the best patient care.

We will not discriminate against any job applicant or colleague based on any protected characteristic, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, ethnic or national origin), religion or belief, sex, or sexual orientation. Selection for appointment, training, development, and promotion will be based purely on merit and the individual's ability to meet the role requirements.

As a post-holder, you have a personal responsibility to uphold the Trust's commitment to equality by treating all colleagues and patients with respect and dignity. You must actively support measures introduced to ensure equality of opportunity and will not discriminate, harass, or bully others, or condone such behaviour.

