



# HIGHLY SPECIALISED CARDIAC PHYSIOLOGIST

INFORMATION FOR CANDIDATES

## ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



# OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

## Our Vision:

“To provide excellent care for the communities we serve”

## Our Values:



## OUR VISION

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

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

# COLLEAGUE BENEFITS

## GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

## FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Salary sacrifice schemes for home electronics and bikes

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

## HEALTH AND WELLBEING

### PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

### PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

### HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

## LEARNING AND DEVELOPMENT

### COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

### LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

### ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

### APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job





## JOB DESCRIPTION

<b>Job Title</b>	<b>Highly Specialised Cardiac Physiologist</b>
<b>Band</b>	<b>7</b>
<b>Directorate</b>	<b>Medicine and Emergency Care</b>
<b>Accountable to</b>	<b>Head of Cardiorespiratory Services</b>
<b>DBS Required?</b>	<b>Enhanced – Child and Adult</b>

## JOB PURPOSE

- The role of the Highly Specialised Cardiac Physiologist is to provide a high quality, patient focused, efficient Cardiac Device service within the Shrewsbury and Telford Hospitals NHS Trust.
- Work in conjunction with the Head of Cardiorespiratory Services and other staff to ensure the service needs are met.
- To assist with a comprehensive implant and follow up CIED service, to include brady devices, ICD/CRT and diagnostic ILR monitoring
- To be working towards and/or maintain HRUK/IBHRE Accreditation.

- To be competent in performing, unsupervised all routine investigations in the department including, but not limited to, holter fitting and analysis, lead in ETT, physiological monitoring in Coronary angiography. Competency in Echo will also be encouraged if required.
- Maintain clinical competencies
- To support and facilitate the training and assessment of Physiologist, medical, technical and nursing staff

#### Key Duties/Responsibilities –

##### Patient Care/ Clinical Responsibilities

- To work towards or hold and HRUK/IBHRE Accreditation to provide technical expertise in Cardiac Rhythm Management.
- Carry out necessary adjustments to Cardiac devices including Pacemakers, Implantable Cardiac defibrillators, ILRs and Cardiac Resynchronisation Therapy devices.
- Assist with maintaining Device and accessory stock levels.
- Analyse and produce complex reports on ambulatory ECGs to Cardiac Society standard, independently producing reports for Consultant Cardiologists and GP's.
- Maintain ILS accreditation.
- Prioritise referrals and workload and liaise with the Service Manager to address problems arising.
- Undertake supervision and training for Clinical staff, Trainee Healthcare Scientists and other Health Care professionals.
- Provide direct patient care whilst performing highly specialised diagnostic investigations to aid with clinical diagnosis. To clinically assess patients prior to any cardio-respiratory investigations to ensure patients are stable and the tests are safe for the patient.
- Communicate effectively, both verbally and in writing whilst maintaining accurate records of patient's appointments and investigations.
- Advising both clinical and non-clinical persons regarding outcome of clinical investigations where appropriate.
- Monitor and maintain professional standards of services to patients.
- Ensure safety, privacy and well being of patients during testing. Ensure patients of all ages are fully informed of test procedures and related information. Provide support, reassurance and advice. Communicate complex information to doctors and other professionals.
- Assist in implementing local strategies to ensure continuing development of patient focused service in line with activity targets and requirement of directorate.

##### Professional

- Ensure personal compliance with regards to mandatory training, information governance professional CPD and codes of conduct.
- Maintain state registration as appropriate, and personal competence.
- Contribute to the training of junior staff
- Participate and contribute to Monthly Cardiac Device MDT meetings including presentation of interesting cases and audit data.
- Liaise with Device Manufacturers regarding implant/clinic support.

## 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 patient data computer systems and application, such as Sema Helix and Cris.
- Comply with existing systems for the accurate recording, collation, monitoring and feedback of appropriate information.
- Assistance with maintaining stock control.

## Human Resources

- Responsibility for providing students, junior staff, and Medical staff with training regarding routine investigations.
- 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/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

## General

- To maintain a broad understanding of the work of the Service Line and Department, and of Trust as a whole, and actively contribute ideas for the improvement of service provision.
- To ensure own actions contribute to the maintenance of a quality service provision.
- To be responsible for the self-development of skills and competencies through participation in training and development activities and to maintain up to date technical and professional knowledge relevant to the post.
- To participate in Trust's Performance and Development Review and to undertake any identified

training and development related to the post.

- To undertake statutory and mandatory training as deemed appropriate by the Trust.
- To develop and maintain effective working relationships with colleagues.
- To adhere to all Trust policies and procedures.

#### Risk Management:

- You are required to contribute to the control of risk and use the incident reporting system to alert the Trust of incidents or near misses that may compromise the quality of services.

#### Data Security:

- To ensure that the Trust Policies and Procedures regarding data security are adhered to, and that staff are aware of their obligations under these policies.

#### Confidentiality:

- Working within the trust you may gain knowledge of confidential matters which may include manual / electronic personal and medical information about patients and staff. Such information must be considered strictly confidential and must not be discussed or disclosed. Failure to observe this confidentiality could lead to disciplinary action being taken against you.

#### Equality & Human Rights:

- The Trust will ensure that job applicants and prospective and current employees are treated solely on the basis of their merits, abilities and potential without any unjustified discrimination on grounds of age, gender, gender reassignment, sexual orientation, disability, marital or civil partnership status or family circumstances, race, colour, nationality, ethnic origin, religion or belief, trade union activity & social and economic status.

#### Values based Recruitment

- The post-holder has a responsibility to ensure that their own actions and behaviours fully support the Trust's core values.

#### Codes of Conduct and Accountability:

- You are required to comply with Trust codes of conduct and accountability and codes of conduct which are relevant to this post.





## PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.

# QUALIFICATIONS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>BSc Clinical Physiology (Cardiology) or equivalent</li> <li>BHRS Accreditation (or working towards</li> <li>ILS or ALS certification</li> </ul>	<ul style="list-style-type: none"> <li>RCCP/AHCS registration (or eligibility to register)</li> </ul>

# EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>In depth knowledge of technical cardiology, including practice with a wide array of complex technical equipment.</li> <li>Able to work autonomously with a wide range of Cardiac devices from all manufacturers.</li> <li>Experience in applying theoretical knowledge into patient care.</li> <li>To be able to identify when emergency medical intervention is required and take appropriate action.</li> <li>Provision of immediate / advanced life support as Required.</li> <li>Work to an agreed occupational policy, being proactive in the development and maintenance of standards using evidence base</li> <li>Extensive practical experience working autonomously in technical cardiology, to include Cardiac device fu/implant, angiography, exercise testing and holter analysis with at least one year post qualification experience.</li> <li>Experience of teaching healthcare science students and less experienced staff.</li> <li>Ability to clinically prioritise tests and escalate results appropriately.</li> <li>Ability to exercise initiative when dealing with issues from any area.</li> </ul>	<ul style="list-style-type: none"> <li>In depth knowledge of investigation, diagnosis and therapy in all areas of technical Cardiology</li> <li>Experience and knowledge of basic Echo</li> </ul>

<ul style="list-style-type: none"> <li>• To act as a professional role model to all staff / colleagues</li> <li>• Experience in maintaining device stock control in line with agreed contracts.</li> </ul>	
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## SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Ability to use programs such as Excel &amp; Word being able to set up documents and spreadsheets, and extract information.</li> <li>• Independently use computer-based applications to investigate patients.</li> <li>• Regularly responsible for data entry onto computer-based systems for reporting, monitoring activity and accurate record keeping and maintaining confidentiality</li> <li>• Use of fine tools using a high degree of manual dexterity, co-ordination and sensory skills for patients' investigation, e.g., use of pacing programmers</li> <li>• Occasional requirement to move heavy equipment / patients using safe manual handling technique.</li> <li>• Minimise hazards.</li> <li>• To provide CPR as appropriate – highly physical</li> <li>• Ability to concentrate frequently / for prolonged periods during investigation and reporting, e.g., pacing clinic, monitoring in the Cardiac Catheterisation Lab.</li> <li>• Ability to multi-task while maintaining high levels of concentration.</li> <li>• Be flexible, a team worker and be patient focused</li> <li>• Ability to cope with frequently distressing circumstances in the clinical area, e.g., liaising with patients /relatives in life-threatening conditions, in high pressure environments and coping with a patient fatality during investigation and treatment.</li> <li>• Demonstrate empathy when dealing with patients and relatives in distressing conditions.</li> <li>• Work in high pressure environments, such as ITU, HDU and A&amp;E Resuscitation units</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to use specialised computer software such as CRIS / NICOR</li> <li>• Ability to sustain periods of intense concentration during interventional procedures for over 4 hours e.g., biventricular pacemaker implantation, PCI</li> <li>• De-activate devices in recently deceased patients (in the mortuary setting)</li> <li>• Able to liaise with external device companies to ensure the best care for the patient.</li> <li>•</li> </ul>

<p>as required</p> <ul style="list-style-type: none"> <li>• Ability to communicate highly complex technical information across professional boundaries, including where there is a difference of opinion and evidence base.</li> <li>• Able to contribute to delivering training to technical staff and other professional groups.</li> <li>• Ability to effectively overcome barriers to communication when dealing with paediatrics, patients with disabilities, their relatives, and carers, often in distressing situations.</li> </ul>	
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## MANAGERIAL / LEADERSHIP

ESSENTIAL	DESIRABLE
	<ul style="list-style-type: none"> <li>• In depth understanding of relevant legislation, national standards, professional and local guidelines, e.g., Health and Safety, COSHH, BCS, BHRS guidelines</li> </ul>

## 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; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and

- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

## INFECTION PREVENTION AND CONTROL (IPC)

The prevention and management of acquired infection is a key priority for the Trust. 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; and
- 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 colleagues; and
- 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; and
- 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.

- Confidentiality and Security - Your attention is drawn to the confidential 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 - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. 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, to protect yourself and the Trust from any possible 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 continuous personal development including, 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; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

# SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse.

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

# 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 is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is 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.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH

continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

## EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

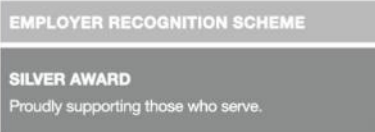
The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

## NO SMOKING POLICY

There is a no smoking policy in operation within the Trust. Smoking within the Trust's premises or within the Trust's grounds is not permitted.

## MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.





## The Royal Shrewsbury Hospital

Telephone: 01743 261000

Minicom: 01743 261213

Address:

The Royal Shrewsbury Hospital

Mytton Oak Road

Shrewsbury

SY3 8XQ

Getting to The Royal Shrewsbury Hospital

## The Princess Royal Hospital

Telephone: 01952 641222

Minicom: 01952 641222 Ext: 4995

Address:

The Princess Royal Hospital

Apley Castle

Telford

TF1 6TF

Getting to The Princess Royal Hospital