

Job Description

Clinical Cardiac Academic Group

JOB TITLE: Echocardiographer

GRADE: AFC Band 7 (with 15% recruitment retention premium)

BASE: St Georges Hospital with rotation to other sites within the Trust

PURPOSE OF JOB:

To provide a highly specialised technical service in all aspects of Echocardiography and carry out the full range of techniques currently in use including transthoracic, transoesophageal and stress echo, tissue doppler and strain rate imaging

To provide leadership and direction together with the Lead Cardiac Physiologist (Echocardiography), for the specialist Echocardiography service within St George's NHS Trust

To be responsible for own clinical practice for all Echo investigations, including specialist or complex procedures.

To demonstrate advanced technical proficiency in a wide range of Echo techniques and to actively maintain competency in these.

To maintain technical proficiency as a clinical specialist by continuing accreditation.

To contribute to the efficient running of the Echo service and ensure that a quality service is delivered for all patients

To provide specialised diagnostic reports to the appropriate level and highlight any urgent problems

To carry out IPR's on junior staff as required

To actively participate in the training and supervision of trainee/junior cardiac physiologists and other staff groups

To undertake additional designated responsibilities such as ordering and stock control and to actively contribute toward the smooth running of an efficient and high-quality service

To work actively with the other members of the team to provide a high-quality service to meet all service needs

To support all cardiac physiologists working in all areas providing assistance and troubleshooting as required

To contribute to departmental development, training programmes and organisation both in the short and long term.

To have responsibility for quality assurance, audit, and research/development activities

To comply with all relevant local and Trust wide policies and procedures

Trust Vision & Values:

The postholder is expected to have a clear understanding of how this post contributes to the achievement of the trust vision of:

We expect all our staff to share the values that are important to the Trust, being Excellent, Kind, Responsible & Respectful, and behave in a way that reflect these.



excellent
kind
responsible
respectful

I Communication and Working Relationships

Responsible to:	Lead Cardiac Physiologist: Echocardiography
Accountable to:	Principal Cardiac Physiologist for Echo and Community Services
Liaises with:	Consultants, Registrars, Cardiac Physiologists, Assistant Physiologists, Hospital Management, Outpatient Nurses, Ward Staff, Clinic Managers, and Administration Support Staff.

II Key Responsibilities

1.0 Clinical

- To act as an advanced technical specialist in the field of Echocardiography demonstrating a high standard of technical proficiency in a wide range of techniques and providing technical advice as required.
- To perform routine and highly specialist, complex investigations such as Transoesophageal Echo, Stress Echo, 3D Echo, contrast studies and biventricular assessment and optimisation, interpreting the results and producing a clinical report by applying advanced theoretical knowledge.
- To carry out this range of standard and advanced techniques as an independent practitioner. in accordance with BSE guidelines and departmental protocols and to be able to digress from policy as required in order to obtain accurate clinical data.
- To ensure technical proficiency as a clinical specialist by CPD and BSE re-accreditation
- Perform and interpret a variety of other non-invasive cardiological procedures such as ECG and blood pressure monitoring as may be required during various Echo procedures.
- Interpret a variety of invasive cardiological procedures such as Left & Right Angiography for use in performing Stress Echocardiography.
- To review Echo studies and reports performed by others and provide highly specialised advice on interpretation and reporting.
- To demonstrate a high standard of technical proficiency in Echocardiography and actively maintain competency.
- To assist in the setting of technical standards in conjunction with the lead physiologist and to continually update and develop these to comply with professional/clinical developments and to ensure that the service is provided to the highest standard.
- To provide specialist advice to patients regarding outcome of clinical procedures and next steps in care pathway as required.
- To provide specialist advice to clinicians regarding procedure results to enable development of individual care plans as appropriate.
- Setting up and safe usage of expensive and complex medical equipment for Echo investigations.
- To understand the risks of some highly specialised Echo procedures and ensure investigations are delivered safely.
- To undertake complex troubleshooting and maintenance of recording equipment or any apparatus within the department.
- To review and prioritise inpatient requests for Echo investigations, liaising with ward staff and ensuring availability of technical staff and resources in conjunction with the Lead Cardiac Physiologist.
- Understand the risks of specialist cardiac investigation procedures and support the safe delivery of these procedures.
- To participate in and actively support research/development activities and clinical trials within the department as required.
- To deliver appropriate and individualised patient care at all times
- To provide input to the departmental data bases for audit and analysis of procedures and results and ensure that these are updated appropriately by all users.

2.0 Service Quality and Efficiency

- To demonstrate an awareness of the needs and priorities of co-workers, other departments and of the role of the Echocardiography Department within the Trust as a whole; coordinating and cooperating with colleagues and applying a flexible, collaborative, team building approach
- To ensure that a safe and clean environment is maintained at all times and contribute to the health and safety and quality assurance policies for patients, staff and visitors
- To be innovative and intuitive in assessing service development needs.
- To work within agreed Trust and local policies and protocols.
- To maintain continuous professional development appropriate to the range of cardiac investigations.
- To keep abreast of new developments in products and techniques within all areas of interventional and diagnostic cardiology and undertake further professional training/accreditation to keep abreast of these.
- To exercise initiative and judgement in solving problems and making decisions that affect own area of technical work and that of junior colleagues, whilst keeping others informed and recognising when there is a need to refer problems to senior colleagues
- To provide support and assistance to colleagues in dealing with difficult and conflicting situations including those that are of a clinical/professional nature.
- To communicate sensitively with patients and carers at all times, understanding that the level of co-operation may be compromised by illness, disability, age etc.

3.0 Professional, Governance and Audit

- To be responsible for the safe and efficient archiving of patient records associated with all Echocardiography procedures
- To participate in audit to ensure compliance with and development of professional and local policies and procedures and clinical standard/protocols/guidelines
- To maintain clinical documentation and databases and to participate in the provision of data for statistical analysis, applying and promoting high standards of record keeping with respect to accuracy, timeliness of completion and confidentiality
- To fully understand the need for regulatory reporting and to report any untoward incidences to the appropriate authority
- To facilitate investigation of complaints regarding the service and to report the findings to the Trust in accordance with local procedures, taking remedial action if appropriate
- To contribute to Clinical Governance, achieving the goals of the Cardiothoracic Directorate and the Trusts strategy

4.0. Managerial and Leadership

- Work closely with the Lead Cardiac Physiologist (Echocardiography) and Technical Service Manager to contribute to the management and leadership of Cardiac Physiologists and other staff groups
- To manage and prioritise workload and demonstrating time management skills, undertaking work in a timely and efficient way, meeting deadlines and organising allocation of staff in conjunction with other members of the team, delegating where necessary
- To attend and actively participate in departmental meetings and in conjunction with senior colleagues to contribute a proactive approach to issues relating to quality of care, technical standards, and efficiency improvements, as applied to own area of work and that of junior colleagues
- To undertake responsibility for the efficient and effective management of physical resources
- Participate in the implementation and development of local policies, procedures and protocols, working with colleagues to meet changing healthcare needs
- Will identify areas for potential improvement within the department to senior personnel and means by which these can be achieved
- To have responsibility for a designated area of stock control, ordering, monitoring of expenditure, ensuring efficient usage of consumables and to liaise with company representatives as required

- Will organise the provision of service for the area in conjunction with the lead physiologist.
- Will support departmental audit as required
- To attend Trust, Regional and National meetings relating to issues of service provision
- Will contribute to the recruitment and retention of all staff in line with Trust policies and guidelines
- Promote and ensure equality, diversity rights for all

5.0 Education and Training

- To support the Lead Physiologist in developing, delivering, and maintaining a progressive training program for Echocardiography to fulfil local and nationalised training standards.
- Present clinical data at internal Echo teaching sessions
- Assess junior staff in Echo competencies
- To provide highly specialised Echo training in advanced techniques to other qualified staff
- To participate in the local induction of other Cardiac Physiologists, Cardiographers or administrative staff within the department as designated by the Technical Services Manager/ Lead Cardiac Physiologist
- To participate in the implementation of education and training of Cardiac Physiologists and other staff groups in line with mandatory, professional, and personal development according to service needs
- To participate in the college-based assessor's program, acting as a work-based assessor for students and promoting clinical supervision/mentorship of staff
- To provide technical advice as necessary to junior Cardiac Physiologists whilst demonstrating an awareness of when issues ought to be referred to senior colleagues
- To be responsible for the supervision of junior Cardiac Physiologists as designated by the Lead Cardiac Physiologist; motivating and encouraging junior colleagues to maintain high standards of performance and mentoring as required
- To take a major role in planning and organisation of training programmes for the training and development of junior Cardiac Physiologists, as designated by the Lead Cardiac Physiologist and to contribute towards the identification of training needs of junior colleagues
- Will provide highly specialised training of qualified staff in advanced Echo techniques
- To keep up to date with developments in the fields of Echocardiography and to attend relevant courses and conferences
- To be responsible for junior staff appraisal (IPR's) where designated
- To participate in the teaching and training of cardiology to a broad range of healthcare workers, including medical, AHP, nursing, HCS, graduates etc.
- To support regional training program for external Cardiac Physiologists, including formal presentations and teaching and training sessions as required
- Ensure personal compliance with regards to mandatory training, professional and personal development according to service needs
- Ensure personal compliance with CPD guidelines and professional codes of conduct.

III **GENERAL RESPONSIBILITIES**

- To ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity.
- To have responsibility for the Safety and Welfare of others and self and to always comply with the requirements of Health and Safety Regulations.
- To promote equal opportunities for staff and patients in accordance with St George's Healthcare policies to ensure that no person receives less favorable treatment than another on the grounds of sex, marital status, race, religion, age, creed, color, or nationality.
- To be clean, tidy, and smart in appearance by wearing the correct uniform and to be punctual at all times as per Trust policy.
- To perform any other duties from time to time that are consistent with the responsibilities of the role and the needs of the service.
- To work at all times within the policies and procedures of St George's Healthcare NHS Trust.

The Job Description is subject to change in light of service developments and changing requirements within the Trust. Any changes will be discussed with the post holder prior to implementation date.

St George's Healthcare NHS Trust is an Equal Opportunities employer and operates a No Smoking Policy

ST GEORGE'S HEALTHCARE NHS TRUST

PERSON SPECIFICATION



excellent
kind
responsible
respectful

<u>Qualification Skill</u>	<u>Essential</u>	<u>Desirable</u>	<u>Method of Assessment</u>
QUALIFICATIONS EXPERIENCE	<p>BSc in Clinical Physiology (Cardiology) or equivalent degree.</p> <p>BSE accreditation or equivalent</p> <p>ILS</p> <p>RCCP or HCPC registration</p> <p>A minimum of 2 years echo experience post BSE examination.</p> <p>Experience and knowledge in a wide range of cardiac investigations.</p> <p>Experience of training and supervision of junior staff.</p> <p>Detailed knowledge of all Echo techniques and modalities including highly specialised and complex procedures e.g., Stress Echo, Strain Imaging, Tissue Doppler, and 3D Echo.</p> <p>Understand and interpret routine and advanced specialist Cardiological Investigation results and analyse clinical data.</p> <p>Ability to interpret highly specialised Echo data and produce a clinical report.</p> <p>Understand the national and local guidelines and procedures required to perform clinical tests and demonstrate that they can carry these out to the required standards.</p> <p>Engagement in peer review and quality assurance processes.</p>	<p>MSc in Clinical Physiology or Echocardiography.</p> <p>Experience or involvement in research.</p> <p>Training qualification</p>	<p>Interview, Degree Certificates, and Application.</p>
ORGANISATIONAL MANAGEMENT	<p>Ability to respond autonomously to clinical/technical issues or complications.</p> <p>Ability to work without supervision.</p>		<p>Interview, Application</p>

	<p>Proactive approach to quality control and the efficiency and effectiveness of the department.</p> <p>Will be able to identify areas with potential for improvement and contribute to policy and procedure changes.</p> <p>Will contribute to service development needs.</p>		
GENERAL/ PERSONAL	<p>Takes responsibility for own continual professional development by attending courses/ conferences and undertaking further professional qualifications to keep abreast with new developments.</p> <p>Strong underpinning knowledge of Clinical Physiology.</p> <p>Knowledge of computers and hospital computer systems.</p> <p>Evidence of ability to work as part of a team.</p> <p>Excellent organisational and time management skills.</p> <p>Ability to relate to and communicate with staff at all levels and from different professions.</p> <p>Demonstrates a sympathetic and caring attitude towards patients.</p> <p>Ability to communicate with clarity and sensitivity to a broad range of patient populations.</p> <p>Ability to prioritise own work.</p> <p>Ability to use initiative and apply a problem-solving approach.</p> <p>Able to concentrate frequently and sustain periods of intense concentration during highly specialist procedures.</p>	Interview, Applications	Interview, Application