

Specialist Clinical Respiratory and Sleep Physiologist



Job Title:	Specialist Clinical Respiratory and Sleep Physiologist	<i>HR use only</i>
Report to:	Consultant/Advanced Clinical Respiratory/Sleep Physiologist	Job Reference Number
Accountable to:	Consultant/Advanced Clinical Respiratory/Sleep Physiologist	



Job description

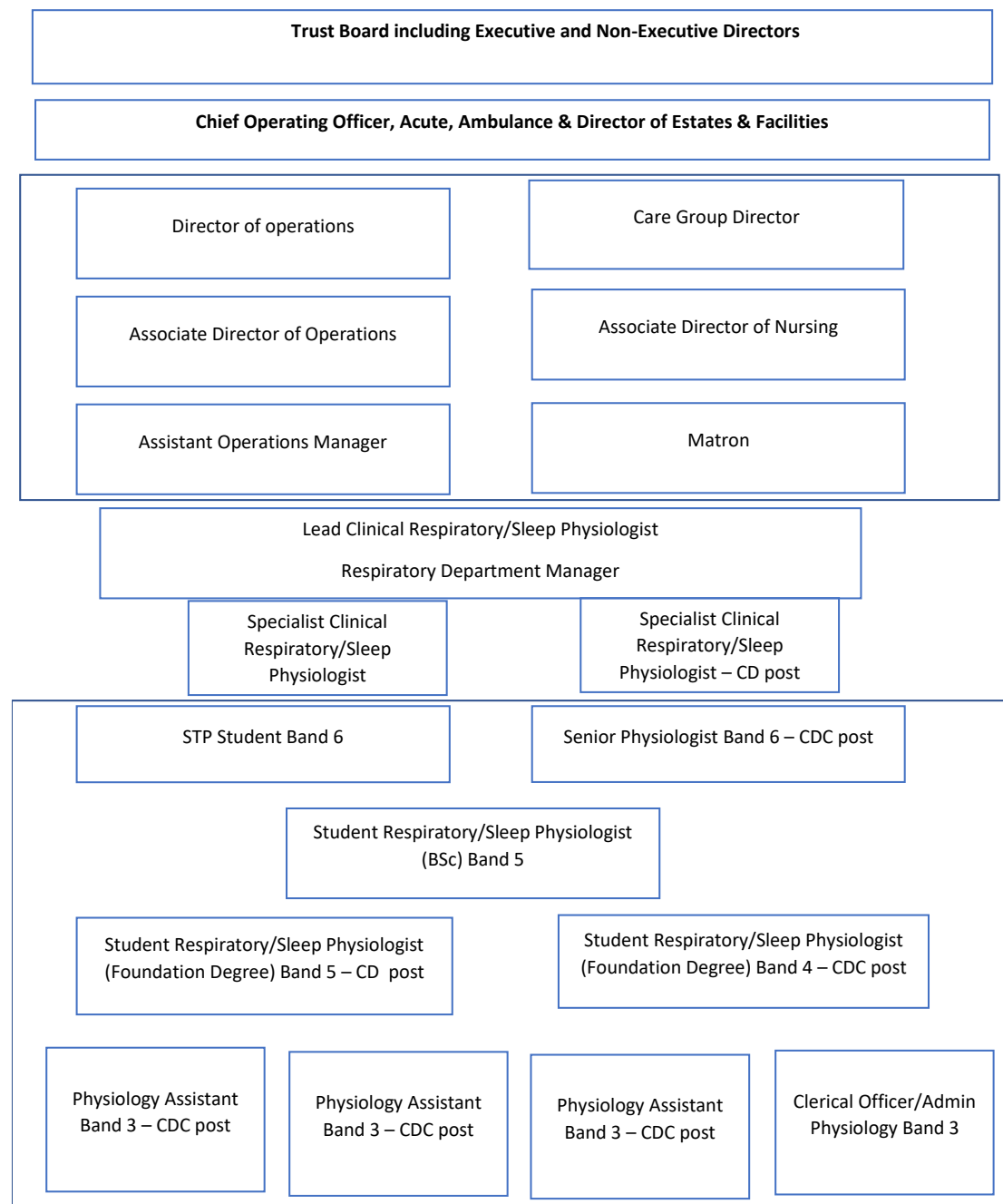
Job purpose

The Specialist Clinical Respiratory/Sleep Physiologist will work as an independent practitioner alongside the Advanced Specialist Physiologist, offering high quality specialist diagnostics and treatment for a variety of respiratory and sleep disorders, therefore improving the lives of people on the Isle of Wight.

Job statement

- Deputise for the Consultant/Advanced Specialist when required regarding adherence and compliance to clinical protocols and departmental staff clinical refresher programmes, update on departmental activity and discuss any patient safety matters.
- To plan and undertake a range of simple, specialist, complex and highly complex diagnostic assessments with a considerable degree of responsibility and autonomy as outlined below performed in accordance with ARTP or ERS/ATS criteria where applicable:
- To be able to analyse, interpret a large range of highly complex diagnostic tests and to initiate appropriate treatment while regularly monitoring patient progress.
- To manage the cardiopulmonary exercise testing service in the absence of the Consultant/Advanced Specialist
- To obtain accurate and informative results.
- To be able to supervise and train junior members of staff and physiology degree/STP students on practical placement.
- To provide leadership for junior staff, as delegated by Consultant/Advanced Specialist Physiologist.
- To educate and give general advice to clinical staff.
- To demonstrate care and respect, for both patients and fellow staff members.

Organisation chart



1. Communication and Relationships

- Maintain excellent communication with patients, relatives, members of the respiratory team, patients' GP, and other specialities involved in the patients care, regarding all aspects of care, demonstrating a variety of communication skills in accordance to patient need.
- Maintain clear, concise and legible documentation in accordance to organisational policy.
- Communicate on complex and sensitive issues. To obtain medical history prior to testing to ensure safe practice.
- Use a range of verbal and non-verbal communication tools to communicate complex and sensitive information effectively with service users, families, colleagues, team members and other agencies to facilitate the delivery of care programmes, to promote effective communication, including verbal, written (clinic letters and telephone).
- To use a range of motivational communication techniques when testing patients to ensure excellent, quality assured test results (exercise induce asthma tests require encouragement to maintain patient running speed and maximum working heart rates).
- Reflect on barriers to communication and use knowledge of different methods to support and improve communication with individuals.
- Frequently exposed to distressing or emotional circumstances when dealing with distressing diagnosis such as terminal diseases.
- To communicate interpretation of results to appropriate senior healthcare professionals, eg advanced physiologist, consultants and nurses.
- To present information to an audience of peers including junior doctors, nursing staff and other professionals within a teaching environment, to be able to engage and debate a variety of viewpoints.
- To engage regionally within professional forums such as ARTP meeting.

2. Analysis and Judgement

To carry out the following basic, complex and highly complex diagnostics, interpretation and treatments.

Physiological Diagnostic Tests

Perform the procedures listed as an independent practitioner, gaining accurate and clinically valuable measurements. To provide quality clinical reports, interpretation, recommendations and outcomes following diagnostic tests.

- Measurement of dynamic lung volumes by spirometry and flow volume loops
- Measurement of static lung volumes by whole body plethysmography or nitrogen washout
- Airways resistance measurements using the body plethysmograph
- Reversibility testing
- Gas transfer measurements

- Measurement of exercise limitation by 6 minute walk test with oximetry
- Measurement exercise induced bronchoconstriction and methacholine testing
- Lead all CPETs in conjunction with the Advanced/Consultant Specialist Physiologist, ensure they are delivered to a quality assured standard and be responsible for their safe conduct
 - Export and analyse all data required for the appropriate interpretation
 - Construct appropriate reports dependent on reason for the test
 - Provide a physiological interpretation on all reports
 - Troubleshoot areas of concern with regards to equipment and staff to ensure an efficient service
- Multi-channel sleep studies (polysomnography) measuring varying parameters including PSG
- Investigation of neuromuscular respiratory defects by postural spirometry
- Investigation of neuromuscular respiratory defects by maximal inspiratory and expiratory mouth pressures (respiratory muscle strength assessment).
- Blood gas analysis via capillary blood gas or arterial blood gas.
- Long-term oxygen therapy assessment

Any other tests as deemed necessary by the Advanced Specialist Clinical Respiratory/Sleep Physiologist

Ventilation Treatments

- Continuous Positive Airway Pressure (CPAP) set-up and titration of pressures for the treatment of sleep apnoea using advanced decision making skills and clinical judgement using the results from polysomnography to guide treatment.
- Non-invasive ventilation (NIV) set-up, monitoring and titration using advanced decision making skills and clinical judgement using diagnostic results from polysomnography, CBG/ABG, patient symptoms and advancement of medical condition such as MND/COPD/neuromuscular disorders to guide treatment and end of life planning.
- To monitor and assess ventilator dependent patients and adjust setting where appropriate.
- To be responsible for analysis of data within own capacity, to risk assess and prioritise tasks using decision making skills.

3. Planning and Organising

- To exercise good time management, punctuality and consistent reliable attendance.
- To co-ordinate own day to day clinics and to support junior staff where applicable.
- To co-ordinate requirements for future clinical appointments and long term planning of clinics.

- To record all information appropriately on patient centre, Ascent lung function database, Somnomedics sleep study database and CPAP/NIV database (Airview and Care Orchestrator).
- To ensure clear communication of all intended interventions and plans to service recipients, their families/carers and other services/agencies involved
- To plan treatment programs for patients receiving CPAP/NIV ensuring continuing support and follow up appointments.
- To refer patients on to a range of effective services such as dietician or psychology support when required.
- Requirement for concentration – unpredictable workload due to open access to service users, often causing interruptions during clinic. Long lengths of concentration often required as testing each patient may require over 1 hour while using a computer.
- To assess patients ability to use their devices and provide education when required (CPAP/NIV/inhalers/nebulisers etc).

4. Patient and Client Care

- Be familiar and comply with all organisational policies and procedures.
- Undertake comprehensive specialist holistic assessment of patients and carers where needs are highly complex. This will involve planning, implementing and evaluating the care delivery according to changing healthcare needs.
- Be able to assess critically and re-evaluate the clinical situation as the patient's condition changes.
- To work autonomously using advanced levels of history taking and examination skills within multidisciplinary team, guidelines and protocols.
- Have highly developed dexterity and physical skills relevant to the practice setting to ensure a high degree of precision and accuracy for example capillary and arterial blood gas sampling.
- To perform complex diagnostic testing (cardiopulmonary exercise testing) while analysing multiple real time observations including ECG, respiratory function and blood pressure. Ensuring patient safety and quality of the diagnostic results.
- With appropriate guidance, participate in appropriate action relating to complaints, accidents and serious untoward incidents involving patients and carers.
- Act as a role model by upholding and implementing good practice in the workplace, always ensuring the highest standards of evidence based care.
- Ensure that correct procedures are followed in the event of an incident or accident involving patients, families or members of staff.
- At all times ensure the dignity of patients is maintained.
- Uphold and implement good practice in the workplace.

5. Service and Policy Development

- Identify areas for service delivery improvement, report these to the Head of Service and implement change where appropriate.
- Devise and ensure up to date standard operating procedures to ensure lung function department fits with current best practice.

- Undertake review of departmental standard operating procedures to ensure up to date and fits with current best practice.
- Keep up to date with best practice through continual monitoring of relevant professional publications.
- Ensure equipment used in lung function and CPET service is functioning correctly by performing a number of calibration and validation techniques including mechanical verification and biological control procedures for quality assurance and quality control.
- Ensure the timely corrective maintenance of any faulty equipment through attempting in-house rectification for minor faults or communication with clinical engineering and/or the manufacturing company where appropriate
- Take responsibility for own developmental learning and performance, including participating in supervision.
- Ensure registration is maintained as a Respiratory Physiologist (RCCP/AHCS/HCCP).
- Take responsibility for maintaining a record of own personal development (CDP)
- To recognise the need to access appropriate training for one's own development and the development of others.
- To recognise and understand the roles and responsibilities of individuals working in the service.
- To implement existing departmental procedures ensuring accurate data is obtained in an environment with the best possible patient care.
- To assist in development of departmental procedures and updating of existing policies.
- To assist in the development of new diagnostic services within respiratory and sleep.

6. Managing Financial Resources

- To assist as designated by the Advanced/Consultant Specialist Clinical Respiratory/Sleep Physiologist.
- To assist with maintaining stock and advising on any resources required to carry out job.
- To be aware of disposable item cost and to ensure best use when allocating to patients.

7. People Management and Development

- Within clinical practice to develop and take forward your Advanced Clinical Practice within Respiratory and Sleep.
- Develop own leadership skills within team.
- To aim to complete objectives set during Individual Performance Reviews.
- Involvement in Continuous Professional Development (CPD) and attendance at relevant internal/external courses, seminars, lectures etc in which appropriate information can be gained relating to physiological, scientific and medical matters.
- To demonstrate the ability to plan and implement training and education for students and others within the Trust as designated by Consultant/Advanced Specialist Physiologist

- To demonstrate an innovative practice and seek to develop knowledge and awareness at all times.
- To coordinate day-to-day activities of junior or trainee staff.
- To demonstrate leadership skills through the management of designated projects
- To take a full role in all team development activities and training

8. Information System use and management

- To ensure all patient data is stored in a suitable manner.
- To assist with storage of conventional and electronic patient data utilising available information technology to manage the department database.
- To ensure all data is as accurate and valid as possible and identify possible sources of erroneous test results.
- Supervision of the specialist complex tests and CPAP database, allowing accurate data on all non-routine procedures performed within the department.
- To ensure timely completion of statistical data and activity data on patient centre including coding

9. Involvement in Surveys and Research

- To help perform and contribute to complex audits and research projects within the department.
- Presentations of outcomes of audit/academic research to local or national forums when required.

10. Freedom to Act and Autonomy

- Accountable for own professional actions as an independent practitioner.
- Works autonomously in any of the respiratory/sleep clinics as dictated by service need.
- Assumes clinical accountability for the delivery of patient care.
- To adhere to The Registration Council for Clinical Physiologists (RCCP) and or Academy of Healthcare Science code of Ethics and Professional Conduct and to maintain own registration.
- Take responsibility for own developmental learning and performance, including participating in supervision.
- Take responsibility for maintaining a record of own personal development.
- To recognise and understand the roles and responsibilities of individuals working in the service.

General compliance:

1. To comply with all Trust Policies and Procedure, with particular regard to
 - Risk Management
 - Health and Safety
 - Confidentiality
 - Data Quality
 - Freedom of Information
 - Equality Diversity and Inclusion
 - Promoting Dignity at Work by raising concerns about bullying and harassment
 - Information and Security Management and Information Governance
 - Counter Fraud and Bribery
2. The Trust has designated the prevention and control of healthcare associated infection (HCAI) as a core patient safety issue. As part of the duty of care to patients, all staff are expected to:
 - Understand duty to adhere to policies and protocols applicable to infection prevention and control.
 - Comply with key clinical care policies and protocols for prevention and control of infection at all time; this includes compliance with Trust policies for hand hygiene, standards (universal) infection precautions and safe handling and disposal of sharps.
 - All staff should be aware of the Trust's Infection Control policies and other key clinical policies relevant to their work and how to access them.
 - All staff will be expected to attend prevention and infection control training, teaching and updates (induction and mandatory teacher) as appropriate for their area of work, and be able to provide evidence of this at appraisal.
3. To perform your duties to the highest standard with particular regard to effective and efficient use of resources, maintaining quality and contributing to improvements.
4. Ensure you work towards the Knowledge and Skills Framework (KSF) requirements of this post. KSF is a competency framework that describes the knowledge and skills necessary for the post in order to deliver a quality service.
5. Your behaviour will demonstrate the values and vision of the Trust by showing you care for others, that you act professionally as part of a team and that you will continually seek to innovate and improve. **Our vision, values and behaviours** have been designed to ensure that everyone is clear about expected behaviours and desired ways of working in addition to the professional and clinical requirements of their roles.
6. Perform any other duties that may be required from time to time.
7. Patients come first in everything we do. Every post holder can make a difference to a patient's experience. You will come across patients as you walk around the hospital; we rely on all our staff to be helpful, kind and courteous to patients, visitors and each other.
8. Ensure you adhere to and work within local and national safeguarding children legislation and policies including the Children Act 1989 & 2004 , Working Together to Safeguard Children 2013, 4LSCB guidance and the IOW Safeguarding Policy.
9. Ensure you adhere to and work within the local Multiagency safeguarding vulnerable adults policies and procedures
10. Ensure that you comply with the Mental Capacity Act and its Code of Practice when working with adults who may be unable to make decisions for themselves,

This job description may be altered to meet changing needs of the service and will be reviewed in consultation with the post holder.

PERSON SPECIFICATION

Key Skills required undertaking this role.	On Appointment (Essential)			After 12 months in post			At 2 nd Gateway (Desirable on appointment)			How this will be measured.
Qualifications and role specific knowledge*	<ul style="list-style-type: none"> MSc in Healthcare Science or equivalent (working towards) ARTP level III (professional examinations) Registration with RCCP/AHCS/HPCP Experience in complex lung function and sleep studies Experience of CPAP and NIV 						<ul style="list-style-type: none"> Development of leadership and management skills Development of teaching and assessor skills Development of research and audit skills PSG experience and competency. Completion of A-STEP and RPSGT examination CPET, working towards POETTS 			Certification
Safeguarding Children **		2			2			2		
Physical Skills	<ul style="list-style-type: none"> To concentrate on complex data and calculations for extended periods. To contribute to guidelines and 									

PERSON SPECIFICATION

	<p>protocols within the department</p> <ul style="list-style-type: none">• Skill and dexterity to maneuver patients and equipment into optimal position to achieve tests.• Risk of exposure to blood fluids such as sputum and blood.• Ability to concentrate on several tasks with possible interruptions.• Exposed to emotionally distressing situations.• Responsible for the movement of equipment.• Responsible for movement of some patients in wheelchairs when necessary (adults eg from 50kg up to 150kg)• Moving of CPAP			
--	--	--	--	--

PERSON SPECIFICATION

	<p>equipment lifting and carrying most shifts (weight 2-4kg)</p> <ul style="list-style-type: none"> • To stand for long periods of time during outpatient clinics. • Occasional movement of gas cylinders within the department to perform pulmonary function tests (AV size cylinders weights 15kg). 			
Dementia Awareness	Level 1	Level 1	Level 1	
Aptitudes	<ul style="list-style-type: none"> • Able to work independently • Ability to work autonomously and within a team • Inspirational, with ability to motivate a team • Flexible, positive, 			

PERSON SPECIFICATION

	problem solving approach to issues <ul style="list-style-type: none"> Professional and patient focused 			
Abilities	<ul style="list-style-type: none"> Frequent prolonged levels of concentration required to analysis results and data produced from testing respiratory and sleep patients. Daily analysing of full polysomnography studies which can take several hours. To concentrate on a number of tasks at the same time, such as testing routine and non-routine patients, dealing with incoming telephone calls from patients with a variety of queries (from appointment details, 			

PERSON SPECIFICATION

	<p>medication queries and illness), and general interruptions in department.</p> <ul style="list-style-type: none"> • To work unsupervised and to act independently to achieve the best results. • To perform full lung function tests taking up to 60 minutes per patient requiring frequent prolonged concentration. 			
Communication Skills	<ul style="list-style-type: none"> • Communication information – identify and use the most effective means of communication, appropriate to the situation and the individuals involved. • Self-management – manage own behaviour to achieve results and develop 			

PERSON SPECIFICATION

	<p>and maintain effective working relationships with others.</p> <ul style="list-style-type: none">• Teamwork – be motivated to work together to achieve results and in a variety of different settings.• Professionalism – set and maintains high personal and professional standards.• Development and training – learn from experience and continually improve.• Managing tasks (organisational issues) – plan, organise, prioritise and control work, ensuring effective use of time, money and resources.• Innovation and improvement – show			
--	---	--	--	--

PERSON SPECIFICATION

	creativity innovation developing ways of working.	and in new			
--	--	------------------	--	--	--

* = State knowledge required in terms of level of competence NOT X years' experience, as this is age discriminatory.

** indicate the level of mandatory Safeguarding Children Training this post needs 1,2 or 3.

When submitting a job description for evaluation, it must be accompanied by a Job Description Risk Assessment form.

SUPPLEMENTARY JOB DESCRIPTION INFORMATION

Post Title:

Ward/Dept and Site:

Date Completed: March 2024

1. General Information about the post.

Location	%	Location	%	Location	%
Office based	0	Home	0	Outpatients Clinic	98
Laboratory	0	Kitchen	0	Community based	0
Ward area	2	Stores	0	Workshop	0
In a vehicle	0			Theatre environment	0

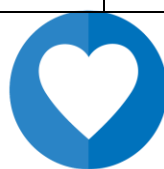
Indicate below if any of these apply

Location	%	Location	%	Location	%
Isolated locations		Outdoors		Works on their own	
Works with patients in isolation e.g. in their own home	0	Works with patients – assistance is accessible.		Required to be in a building on their own for periods of time	
Working hours					
Full time	X	Part time			
Office hours		Hours worked as a shift	9.5	Hours worked at night	
Concentration and Levels of Interruptions					
Required to concentrate for long periods of time	X	Required to concentrate for short periods of time			
Interruptions throughout the day		Constant	X	Occasional	

All criteria require a indication of whether the post holder will be expected to work in or be directly exposed to the following factors. Please use the comments box to provide details including frequency (e.g. how many times per shift)

2. Working Conditions	Frequency				
	Certain	Likely	Possible	Unlikely	Rare/Not at all
Working in bad weather e.g. when it is windy or/and raining.					X
Excessive temperatures			X		
Unpleasant smells/odours			X		
Noxious fumes					X
Excessive noise &/or vibration					X
Use of VDU more or less continuously	X				
Unpleasant substances/non-household waste					X
Infectious Material/Foul Linen					X
Body fluids, faeces, vomit, blood		X			
Dust/dirt		X			
Humidity					X
Contaminated equipment or work areas		X			
Driving/being driven in normal situations					X

OUR VALUES
care



Compassion



Accountable



Respect



Everyone counts

PERSON SPECIFICATION

Driving/being driven in emergency situations					X
Fleas or lice			X		
Exposure to dangerous chemicals/ substances in/not in containers					X
Exposure to aggressive verbal behaviour where there is little/no support			X		
Exposure to aggressive physical behaviour where there is little/no support				X	
Exposure to risks that could result in an acute traumatic injury					X
Undertaking exposure prone procedures					X
Comments: Please use this section to provide any additional details you feel are relevant for the role (e.g. how many times per shift)					
3. Emotional Effort	Frequency				
	Certain	Likely	Possible	Unlikely	Rare/Not at all
Processing (e.g. typing/transmitting) news of highly distressing events		X			
Giving unwelcome news to patients/ clients/carers/staff		X			
Caring for the terminally ill		X			
Dealing with difficult situations/ circumstances		X			
Designated to provide emotional support to front line staff		X			
Communicating life changing events		X			
Dealing with people with challenging behaviour			X		
Arriving at the scene of an accident					X
Comments: Please use this section to provide any additional details you feel are relevant for the role (e.g. how many times per shift)					
4. Physical Effort	Frequency				
	Certain	Likely	Possible	Uncertainty	Rare/Not at all
Working in uncomfortable/ unpleasant physical conditions			X		
Working in physically cramped conditions					

PERSON SPECIFICATION

Lifting weights, equipment or patients using mechanical aids			X		
Lifting weights/ equipment or patients without mechanical aids					X
Making repetitive movements		X			
Climbing or crawling					X
Manipulating objects		X			
Manual digging					X
Running					X
Standing/sitting with limited scope for movement for long periods			X		
Kneeling, crouching, twisting, bending or stretching			X		
Standing/walking for substantial periods of time			X		
Heavy duty cleaning				X	
Pushing/pulling trolleys or similar				X	
Working at heights					X
The job requires to be trained in control and restraint.					X

Comments: Please use this section to provide any additional details you feel are relevant for the role (e.g. how many times per shift)

5. Mental Effort	Frequency				
	Certain	Likely	Possible	Uncertainty	Rare/Not at all
Carry out formal student/ trainee assessments			X		
Carry out clinical/social care interventions					
Analyse statistics		X			
Operate equipment machinery					
for more than ½ a shift	X				
for less than a shift					
Give evidence in a court/tribunal/ formal hearings					X
Attend meetings (describe types of meeting and post holders role)			X		
Carry out screening tests/ microscope work					X
Prepare detailed reports	X				
Check documents	X				
Carry out calculations	X				
Carry out clinical diagnosis	X				
Carry out non-clinical fault finding	X				

PERSON SPECIFICATION

Signed by post holder*: _____ Date

Signed by line manager: _____
Date

* in the case of new jobs this will have to be an ‘estimate’ of the demands of the role.