



# Job Description and Person Specification



## Job Description

<b>Job Title</b>	Chief Cardiac Physiologist
<b>Band</b>	Band 7
<b>Hours</b>	37.5
<b>Department</b>	Cardiac Investigations
<b>Division</b>	Specialist
<b>Location / Hospital Site</b>	Worthing Hospital
<b>Responsible to</b>	Cardiac Physiologists, Healthcare Science Apprentices, Associate Practitioners, Cardiographers
<b>Accountable to</b>	Head of Cardiac Investigations, Lead Cardiac Physiologists
<b>DBS Level</b>	Enhanced DBS check
<b>DBS Barring</b>	Children's & Adults
<b>DBS Workforce</b>	Children's & Adults

## Role Summary

To assist in delivery of a high-quality Cardiac Investigations service to inpatients and outpatients of University Hospitals Sussex NHS Foundation Trust – St. Richard's Hospital, with specialist knowledge/experience in Cardiac Rhythm Management (CRM)

To include: -

Assisting with Pacemaker/CRT/ICD implantation

Monitoring patient safety throughout the procedure

Being able to recognise and deal with acute situations which involve the need for external pacing/defibrillation and/or CPR.

Leading device follow-up clinics

Having a working knowledge of various manufacturers and types of devices

Being able to recognise and act upon abnormal findings.

Being aware of patient condition and when to call for Physician assistance.

Being aware of device replacement, end of life indicators and characteristics and to list for replacement when necessary

Communicating results as and when necessary

Keeping up to date with new technologies and techniques

Attending training courses when staffing levels allow

Being responsible for setting up and correctly calibrating pressure monitoring

equipment for use during Cardiac Catheterisation and other angiographic procedures

Being aware of significant changes during the procedure and informing the Physician

Being conversant with Cardiac Arrest protocol in Cardiac Catheter Lab

Planning and organising own workload.

Supporting and training colleagues and other members of staff

Being responsible for own continuing personal and professional development

Promoting a culture of collaborative working to improve patient quality of care.

## Key Working Relationships



## Main Duties and Responsibilities

### Communication

To communicate complex information to staff both medical and non-medical  
To be able to provide comprehensive reports on all tests undertaken.  
To communicate effectively with patients, to obtain their consent and cooperation, including patients with physical/learning disabilities, children of confused patients.  
To communicate effectively with relatives of patients  
To develop good working relationships with other departments within the Trust.

### Service Delivery and Improvement

**ECGs** – performing ECGs on adults and paediatrics, ensuring accuracy and the highest standard of legibility both in the department and on the wards. To have a working knowledge of all means available to reduce artefact and baseline wander. A full knowledge of interpretation and the ability to write a comprehensive report is essential.

**Ambulatory monitoring** – to be able to connect equipment to patient to ensure a good quality ECG recording. To be aware of how to reduce artefact. To instruct patient in the use of the equipment. To analyse results and write comprehensive reports to enable clinical decisions to be made by medical staff regarding patient treatment.

**Cardiac Arrest** – to be fully conversant with emergency cardiac arrest procedure as required, including defibrillation. To be able to maintain concentration and composure in stressful situations.

**Echocardiography** – to perform echocardiography studies and provide comprehensive reports. To record images of cardiac structures in both 2D and M Mode. To perform and recognise the implications of Pulse Wave and Continuous Wave Doppler studies. To have highly developed skills to manipulate the machinery to obtain the best possible images and traces required. To be fully conversant with all structural abnormalities to enable appropriate views to be recorded. To be able to interpret test results. To be able to carry out studies in the cardiac department and also perform portable studies on the wards, including I.T.U and H.D.U., theatres, theatre recovery and A&E when required. To be able to obtain the best studies under difficult conditions e.g. patients in isolation, when exposed to unpleasant body odours and bodily secretions or confused/angry patients. To be able to maintain concentration and composure under difficult conditions.

**Full Report** – to be able to provide a written comprehensive report on the above.

**Permanent Pacemaker/ICD/CRT Implantation** – To assist the implanting Physician to correctly position the pacing wire by taking various electrical measurements during the surgical procedure. To monitor patient wellbeing and safety throughout the procedure. To be able to recognise the implications of abnormal results or readings measured/monitored during the procedure and advise the physician of the same. To be able to recognise and deal with acute situations which involve the need for external pacing, defibrillation and/or C.P.R. To be able to maintain concentration

and composure in stressful situations. Working in this environment will involve exposure to X-Rays and the wearing of heavy lead coats.

**Pacemaker/ICD/CRT Programming and follow-up clinics** – To lead pacemaker clinics. To re-programme pacemaker parameters to ensure maximum patient safety and comfort. To be able to recognise and act upon abnormal findings. To be aware of patient condition and call for physician assistance when necessary. To be able to use a range of pacemaker programmers and have a working knowledge of the various manufacturers and types of pacemakers. To be aware of replacement and end of life indicators and characteristics and put them on the appropriate waiting list for generator replacement when necessary. To communicate results of checks to GP's and other medical staff. To cause minimal distress and reassure patients when describing pacing function and possible problems. To be able to maintain concentration for potentially long periods of time whilst carrying out pacemaker clinics. To keep up to date with new technologies and techniques. To attend training courses as necessary when staffing levels allow.

**Exercise ECGs** – To be clinical lead in treadmill tests. To ensure that all current local and national guidelines regarding technician led exercise testing are adhered to. To ensure the treadmill test is appropriate prior to commencing. To monitor patient condition and ECG throughout test. To analyse the information acquired during the procedure and terminate test when appropriate in order to obtain the best result whilst monitoring safety and comfort. To be aware of procedures for Cardiac arrest and other emergencies. To be trained to use a defibrillator in the case of an arrest.

**Cardiac Catheter Laboratory** – To be responsible for setting up and correctly calibrating pressure monitoring equipment for use during cardiac catheters and other angiographic procedures. To monitor and record blood pressure and ECG throughout procedures and inform physician of any significant changes. To be conversant with Cardiac Arrest procedures in the catheter laboratory. To be able to concentrate for potentially long periods of time during catheter sessions. To be prepared to take on new procedures such as new intervention techniques and Electrophysiology studies. To organise and receive training in same as necessary. To be able to maintain concentration and composure in stressful situations. Working in this environment will involve exposure to X-Rays and the wearing of heavy lead coats.

Make suggestions to the service manager regarding opportunities for service improvement or enhanced patient care.


Be aware of and work in accordance with the policies, procedures and philosophy of the department.

### **People Management and Development**

To take part in the day to day running of the department including allocating duties to junior staff

To deputise in the running of the department in the absence of Head of Department

To contribute positively to the effectiveness and efficiency of the team



Implement change when required and provide support for junior staff when changes are made.

To be responsible for own continuing personal and professional development

To take part in the day-to-day clinical supervision of other members of staff as directed by Head of Department

To contribute to recruitment and retention of staff

### **Patient Care Delivery**

To provide and support others in providing a high level of patient centred care.

Ensure the privacy and dignity of patients is maintained whilst investigations are carried out.

To be empathetic and understanding of patients and any anxieties or distress they may be under

### **Learning and Development**

Attend mandatory training updates as required.

Undertake training as necessary in line with the development of the post and as agreed with the line manager as part of the personal development process.

Achieve and demonstrate agreed standards of personal and professional development within agreed timescales.

Identify own learning needs and jointly plan training requirements with your line manager

Participate in the Trust's appraisal process to discuss how your role will help deliver the best possible care to our patients and help to deliver any changes in service.

This job description is an outline of the role and responsibilities. From time to time due to the needs of the service, we may ask you to flexibly undertake other duties that are consistent with your role and banding, including project work, internal job rotation and absence cover.

The job description and person specification may be reviewed on an ongoing basis in accordance with the changing needs of the department and the organisation.

### **Mission and values**

The mission of University Hospitals Sussex – what we are striving to achieve – is to provide:

***‘Excellent care every time’***

All our efforts to do this put the interests of our patients first and foremost, and are underpinned by our values:

- Compassion
- Communication
- Teamwork
- Respect
- Professionalism
- Inclusion

These values were selected by our staff, patients and public when we were talking about the merger and the sort of organisation, we want University Hospitals Sussex to be.

Our mission and values are extremely important to us, and we expect everyone who works at University Hospitals Sussex in any capacity to share and uphold them.



## **Patient First**

Patient First is our Trust-wide approach to improving the quality of care for patients and to build and embed a culture where staff can be confident that their views matter and will be heard.

The aim is to empower all staff to lead change, raise issues, concerns, identify and implement areas for improvement within the workplace and find solutions collectively as part of a team.

Staff will be equipped with skills to identify improvement opportunities and supported to see those through

It encourages all staff to be innovative and drive forward quality improvement and positive changes in their areas.

The philosophy behind this is centred on:

- Standardisation, system redesign and the improvement of patient pathways to eliminate error and waste and improve quality
- The patient being at the heart of every element of change
- Embedding cultural change across the organisation, where everyone is passionate about delivering exceptional quality every time and “where better never stops”.
- Continuous improvement of our services through small steps of change
- Constantly testing the patient pathway to see how we can develop
- Encouraging frontline staff to lead the redesign processes
- Equal voices for all
- Engagement of staff is a big factor in job performance.
- Good engagement leads to improved quality, mortality and safety measures

## **Safeguarding Children and vulnerable adults**

UHSussex is committed to safeguarding and promoting the welfare of children and adults and to protecting them from the risks of harm. The Trust recognises its responsibility to ensure that safe working conditions and systems are in place for staff working with children, adults, and families in their care. Staff are required to comply with Trust policies on Safeguarding and to undertake the appropriate level of mandatory in-service training in this area.

## **Equality, Diversity and Inclusion**

Inclusion and respect are core values at UHSussex, and we are committed to diversity and equality. This means treating colleagues and patients with professionalism, ensuring everyone feels welcome and included, valuing different backgrounds and experiences, and challenging inequalities.

Having all our staff feel safe, supported, included and valued will lead to better care and outcomes for our patients – our True North Objective.

All staff have a duty to report any behaviours which contravene this to their managers.

## **Person Specification**



Requirements	Level required	How assessed	Level required	How assessed
	Essential		Desirable	
Professional Registration			Registration with RCCP or AHCS	<b>AF</b>
Experience/Qualifications	BSc in Clinical Physiology (Cardiology), BSc Healthcare Science (Cardiology) or equivalent	<b>AF, I</b>	Current ILS/ALS BHRS/IBHRE Accreditation	<b>AF</b>
Skills	Ability to independently perform a wide range of Physiologist-led cardiac investigations. Evidence of CPD Basic IT skills Ability to provide a comprehensive report on all tests performed. Ability to work efficiently under pressure in complex and emergency situations. To be aware of policy and procedure Evidence of having undertaken own development to improve understanding of equalities issues	<b>AF, I</b>	Minimum 2 years' experience as a Band 6 qualified Cardiac Physiologist High degree of knowledge/clinical acumen in related fields Previous experience of teaching formally/informally Supervisory experience To be able to assist in identifying and implementing service improvement	<b>AF, I</b>
People Management and Development	Excellent interpersonal and communication skills Ability to form effective working relationships with multidisciplinary colleagues. Independent in organisation of own workload Ability to self-motivate and work efficiently and effectively.	<b>AF, I</b>	Proactive in educational teaching/learning	<b>AF, I</b>



	To be able to work independently and as part of a cohesive team. To be responsible for the training requirements of students and Registrars as and when required Ability to maintain own professional development and identify and fulfil training requirements			
Equality, Diversity, and Inclusion	Evidence of having championed diversity in previous roles (as appropriate to role).	I		
Specific Requirements	Flexible approach to working	AF, I		

