



# SPECIALIST 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.

## A MESSAGE FROM OUR CEO

Thank you for your interest in this role.

Our Trust's Vision is to provide excellent care for the communities we serve. We are striving to provide high quality, safe care for our patients in an environment which our colleagues are proud to work in.

We are looking for an inspiring, motivated individual who demonstrates our values, and who can provide clear vision and direction as we continue to move forward.

You will know that our Trust is on an improvement journey. Our recent Care Quality Commission inspection demonstrates that we are making progress towards our aim of Getting to Good, despite the challenges of a pandemic. We also know that we have more to do and that we must sustain the changes if we are to keep on improving. We are wholeheartedly committed to this and have plans in place to support this including our exciting Hospitals Transformation Programme. This will support the reconfiguration of where and how we deliver our services and the modernisation of our facilities and infrastructure, so that we can deliver better quality care for all of our communities.

It is a really exciting time to be a part of our Trust. I hope that you will join us to help steer and support us on our journey.

*Louise Barnett*

Louise Barnett  
CHIEF EXECUTIVE OFFICER

# 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>	Specialist Cardiac Physiologist
<b>Band</b>	6
<b>Directorate</b>	Service Delivery Directorate
<b>Accountable to</b>	Cardio-respiratory Manager
<b>DBS Required?</b>	Enhanced

## JOB PURPOSE

The Shrewsbury and Telford Hospital NHS Trust is the main provider of district general hospital services for nearly half a million people in Shropshire, Telford & Wrekin and mid Wales.

Our main service locations are The Princess Royal Hospital in Telford and The Royal Shrewsbury Hospital in Shrewsbury. Together the hospitals have just over 700 beds and assessment & treatment trolleys.

Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care. We also provide Community Diagnostics in Hollinswood House, Stafford Park, near Telford Town Centre

The Cardio-respiratory Department has a base at both hospital sites with Cardiac Diagnostics based predominantly at The Princess Royal Hospital, Telford. We currently use a combination of GE and Philips Echo machines and have just had our Cardiac Catheter Laboratory Lab refurbished with the Philips Azurion system. We perform over 600 ILR, Brady and complex Cardiac device implants a year and perform over 1000 transthoracic Echoes a month.

The Cardio-respiratory Department is a BSE accredited department looking for a Specialised Cardiac Physiologist, specialising in Echocardiography. We perform transthoracic and complex (DSE/TOE) Echocardiography and we are looking for a dynamic, professional and self-motivated physiologist to join our team. Ideally you will be working towards BSE accreditation but along with Echo we expect the suitable candidate to be competent in providing a high level of care, accuracy and expertise in performing a wide range of Cardiac diagnostics.

You must be a conscientious, well-organised individual with excellent interpersonal skills, and have the ability to prioritise work and use your initiative. You must be committed to your own professional development and support the team in providing and developing service provision within the department.

### **Job summary**

- To provide experienced and multi-skilled, hands-on provision in the complete range of Cardiac investigations provided by Shrewsbury and Telford Hospital NHS Trust.
- To provide support for specialist echo techniques including stress and contrast echo, in addition to performing/reporting routine TTE.
- To provide support for Transoesophageal echo and other invasive procedures.
- To perform 12 lead/exercise ECG, holter analysis, Cardiology support during CPEX and physiological measurements during diagnostic angiography.
- Knowledge and some experience of basic pacing and Cardiac Device therapy is preferred.
- To provide training and assessments to other members of staff of various grades within the given specialty areas.

### **Principal responsibilities**

- Provides or is working towards technical expertise in the area of echocardiography.
- Performs specialised /highly specialised diagnostic cardiac physiological testing on patients to aid clinical diagnosis without supervision.
- Demonstrates empathy when dealing with patients in distressing conditions.
- Independently interprets results and provides factual reports for highly specialised diagnostic cardiac investigations
- Communicates effectively and advises both clinical and non-clinical staff regarding outcomes of diagnostic investigations.
- Assists with training for Clinical staff, Trainee Cardiac Physiologists and other allied health professionals.
- Within their designated area assists the lead physiologist in implementing departmental strategies to ensure continuing development of patient-focused services in line with activity targets and the requirements of the Directorate.
- Assists lead physiologist in monitoring and maintaining quality of services within designated

section.

- Ensures that individual own level of practice is kept up to date.
- Demonstrates active participation in clinical audit, and R&D activities.
- Has awareness of future implications for development of current Cardiology services.
- Works throughout a number of areas recognising all aspects of infection control measures needed for each specific clinical area.
- Works within a multidiscipline environment abiding to strict regulations regarding radiation and protection from radiation.
- Ensures all appropriate Health and Safety measures and Statutory and mandatory Training requirements are maintained.

### **Clinical Governance Responsibilities**

- Assists in formulating staff training & development strategies to promote retention & recruitment of high quality Cardiac Physiologist's.
- Performs staff appraisals within a cascade system.
- Ensures good communication within the department
- Actively promotes Cardiac Diagnostics, inside and outside the trust.
- Ensures that clinical governance and clinical risk management are integrated into systems of patient care.
- Helps to develop benchmarks for best practice alongside other hospitals.
- Participate in service development/training initiatives.
- Contributes and aids implementation of departmental policies & procedures.
- Assists in planning & prioritising own duties as well as sharing responsibility for day to day organisation of service needs.
- Involvement with organisation of weekly service rota for department.
- Ensure that confidentiality of patient's records is strictly maintained and complies with the Data Protection Act.
- Recognise people's equality, diversity and rights.
- Escalates information on complaints / accidents / incidents to the management team.
- Communicates with other departments involved in supporting the service (I.e. domestics, porters, etc).





## 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 or equivalent and BSE accreditation/or working towards.</li> </ul>	<ul style="list-style-type: none"> <li>ILS</li> <li>ASCST Parts 1 and II.</li> <li>Certificate or Diploma in ECG interpretation</li> </ul>

# EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>Experience and able to independently perform when appropriate a wide range of basic and complex invasive and non-invasive Cardiac diagnostic procedures.</li> <li>To include, but not limited to: performing 12-lead ECG, Tape analysis, CPEX/ETT, Diagnostic Angiography.</li> <li>Some experience in Reveal/Cardiac Device implant and follow up</li> <li>Thorough understanding and the ability to independently perform Transthoracic Echo.</li> <li>Report independently or with some support.</li> <li>Able to assist with specialist Echo such as DSE/TOE.</li> <li>Evidence of professional development in this field.</li> <li>Good understanding of basic pacing/ICD/CRT concepts with some practical experience of implants/follow up.</li> </ul>	<ul style="list-style-type: none"> <li>Exposure to Cardiac Device implants and follow up.</li> <li>Able to support DSE/TOEs</li> <li>Specialist courses such as TOE or Echo in GUCH/ACD. Any training provided by Cardiac Device manufacturers.</li> </ul>

## SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Excellent communication and interpersonal skills.</li> <li>• Ability to prioritise work</li> <li>• Organisational and time management skills.</li> <li>• Evidence of independent practice.</li> <li>• Will be able to assess normal and abnormal investigations and act appropriately.</li> <li>• Will know the national guidelines for good practice for the relevant cardiac discipline.</li> <li>• Will be computer literate with knowledge of Microsoft Office. and Familiar with an echo reporting database such as Xcelera/ISCV.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of Patient systems such as SemaHelix and/or Cris.</li> </ul>

## OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Confident, conscientious, empathetic and enthusiastic.</li> <li>• Able to work calmly and effectively under pressure.</li> <li>• Good timekeeping and be able to attend other sites as necessary.</li> <li>• Be forward thinking and willing to learn, participate and initiate change where appropriate.</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.



EMPLOYER RECOGNITION SCHEME

SILVER AWARD

Proudly supporting those who serve.





## 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