

Job Description and Person Specification **Cardiology CAG**

Job Title:	Specialist Cardiac Physiologist (CRM)
Band	AFC Band 6
Hours of Work	37.5 hours per week, plus on-call shifts
Service Centre/Directorate	Cardiac Investigations, Cardiology
Location	St George's Hospital, Tooting with possible rotation to Queen Mary's Hospital (Roehampton). Occasional work at other sites within the Trust may be required.
Accountable to	Head of Cardiac Physiology
Reports to	Lead Cardiac Physiologists
Key working relationships	Departmental management, Cardiac Investigations Staff, Cardiology Consultants, Junior Doctors, Hospital Management, Nursing Staff, Clinic Managers, Administration, Multidisciplinary Cath Lab Teams

The Cardiac Physiology Department is part of the Med Card Division which consists of a variety of specialisms including with medical cardiology, surgery and medicine.

The St George's department provides a wide range of invasive cardiac procedures and non-invasive cardiac investigations to support the various pathways of care. These includes catheter lab and electrophysiology catheter lab procedures, pacemaker and complex device implantations, echocardiography, implantable cardiac device follow-up, and non-invasive cardiac investigations including, ambulatory ECG monitoring, event recording, physiologist supervised exercise testing and a walk-in ECG service

Job Summary:

- To undertake a full range of complex and routine invasive and non-invasive cardiac investigations, providing specialist input to the delivery of the clinical service and actively contributing to the smooth running of a quality service to patients
- To demonstrate technical proficiency in a wide range of routine and specialist techniques including interpretation of results and provision of factual/clinical reports
- To be responsible for own clinical practice during all cardiac diagnostic testing and interventional procedures, including specialist or complex procedures
- To participate in specialist techniques such as implantation and follow-up of PPMs and biventricular CRT devices
- To actively participate in the training and supervision of trainee/junior cardiac physiologists, associate practitioners and/or 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 in all areas providing assistance and troubleshooting as required
- To participate in department meetings, training programmes and other developmental sessions
- To participate in quality assurance, audit and research/development activities
- To participate in the on-call rota
- To comply with all relevant local and Trustwide policies and procedures

Trust Vision:

The post holder is expected to have a clear understanding of how this post contributes to the achievement of the trust vision. On 23 April 2019, we published our new five year strategy.

The new strategy – *Delivering outstanding care, every time (2019-2024)* – is designed to give everyone connected with St George's clarity about our aims and ambitions for the future. The new strategy will drive decision-making across our two main sites at St George's Hospital in Tooting; Queen Mary's Hospital in Roehampton; plus services we run in the community. Our new strategy is based on **four key priorities**:

Strong foundations: An organisation with strong foundations that provides outstanding care, every time

Excellent local services: A provider of excellent local services for the people of Wandsworth and Merton

Closer collaboration: A partner in delivering joined up, sustainable health services across south west London

Leading specialist healthcare: A provider of leading specialist services for the people of south west London, Surrey, Sussex and beyond

Trust Values:

The post holder is expected to always demonstrate the following standards of behaviour:

Excellent

- Look after our patients as we would like to be looked after ourselves
- Set ourselves high standards and be open to new ideas
- Be professional in our approach and in our appearance
- Promote and share best practice

Kind

- Anticipate and respond to patients' and carers' concerns and worries
- Support each other under pressure and consider the impact of our actions on others
- Help people find their way if they look unsure or lost
- Smile, listen and be friendly

Responsible

- Have patient safety as our prime consideration
- Be responsible for ensuring good patient experience
- Use resources wisely
- Challenge poor behaviour in others
- Learn from experience including our mistakes
- Say sorry when things go wrong

Respectful

- Keep patients, families and carers involved and informed
- Protect patients' dignity and confidentiality
- Wear our name badges, introduce ourselves and address people in a professional manner
- Respect colleagues' roles in patient care and experience
- Value and understand the diversity of those around us

MAIN DUTIES/KEY RESULTS AREAS:

1. CLINICAL

- To maintain high professional standards of technical competency in the provision of all invasive and non-invasive cardiac investigations
- To competently perform routine resting and ambulatory ECG investigations, employing current standard techniques without supervision on patients of all ages. Interpreting the results and taking an appropriate course of action.
- To provide detailed specialist clinical analysis of GP ECG's, providing a full and comprehensive report, advising on appropriate course of action and/or referring to medical staff as appropriate
- To competently perform analysis and reporting of ambulatory (24 hour) ECG's, documenting results and alerting medical staff / arranging follow up appointments as required
- To perform as clinical specialist, supervising and reporting exercise tolerance tests, following current local and national guidelines for medically unsupervised tests. Interpreting the results and taking an appropriate course of action
- To competently provide haemodynamic monitoring and procedural records during routine diagnostic and interventional cardiac catheterisation procedures, including advanced PCI (e.g. CTO, rotablation)
- To competently provide specialist technical support during pacemaker implantation, generator replacement, pacemaker lead extraction and associated procedures
- To competently perform single and dual chamber pacemaker and implantable loop recorder follow up checks without supervision, documenting results and accounting for programming changes
- To perform routine ICD/CRT follow up checks with minimal supervision
- To competently provide technical support during loop recorder implantation and explant
- To support Highly Specialised Cardiac Physiologists during EPS and ablation procedures and complex device procedures (e.g. extraction)

- To provide specialist technical support during the insertion of intra-aortic balloon pumps within the catheter labs, cardiac theatres, ITU's and any other areas of the Trust as required
- To provide specialist technical support during the insertion of temporary pacemakers within the catheter labs, cardiac theatres, ITU's and any other areas of the Trust as required
- To act as a resource to the Trust on complex issues with regards to device operation such as intra-aortic balloon pumps / temporary pacemakers
- 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
- To be competent to participate in the provision of a 24/7 on call service providing unsupervised technical support for emergency procedures and/or specialist clinical input to invasive procedures/devices to positively impact on patient outcome
- Setting up and safe usage of expensive and complex medical equipment during routine cardiac investigations
- To undertake simple fault remedy, cleaning and maintenance of recording equipment or any apparatus within the department
- To review and prioritise inpatient requests for cardiac investigations including but not limited to; ambulatory ECG recording and exercise tolerance tests, liaising with ward staff and ensuring availability of technical staff and resources in conjunction with the Lead Cardiac Physiologists / Technical Services Manager
- Understanding the risks of the highly 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

2. SERVICE QUALITY AND EFFICIENCY

- To demonstrate an awareness of the needs and priorities of co-workers, other departments and of the role of Cardiac Investigations 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 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
- 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. MANAGERIAL AND LEADERSHIP

- Facilitate the management of lower banded staff within Cardiac Investigations
- To manage and prioritise own workload, demonstrating time management skills; undertaking work in a timely and efficient way, meeting deadlines and organising own workload 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 of local policies, working with colleagues to meet changing healthcare needs
- To participate in stock control, ordering, monitoring of expenditure, ensuring efficient usage of consumables and to liaise with company representatives as required
- To attend Trust, Regional and National meetings relating to issues of service provision
- May contribute to the recruitment and retention of all staff in line with Trust policies and guidelines
- Promote and ensure equality, diversity rights for all

4. EDUCATIONAL AND SUPERVISORY

- To participate in the local induction of other Cardiac Physiologists, Associate Practitioners or administrative staff within the department as designated by the Principal Cardiac Physiologist(s) / Lead Cardiac Physiologist(s)
- 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 contribute to the training and assessing of University based assessor's program included the PTP and STP program acting as a work based mentor for students and promoting clinical supervision/mentorship of staff
- To provide technical advice as necessary to junior Cardiac Physiologists and Associate practitioner staff, whilst demonstrating an awareness of when issues ought to be referred to senior colleagues
- To assist in the supervision of junior Cardiac Physiologists and Associate practitioner staff as designated by the Principal/Lead Cardiac Physiologist(s); motivating and encouraging junior colleagues to maintain high standards of performance and mentoring as required
- To actively participate in the training and development of junior Cardiac Physiologists and Associate Practitioner staff, as designated by the Principal/Lead Cardiac Physiologist(s) and to contribute towards the identification of training needs of junior colleagues

- 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

5. CLINICAL GOVERNANCE AND AUDIT

- 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 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 meetings and internal audit meetings to help achieve the goals of the Cardiothoracic Directorate and the Trusts strategy

6. GENERAL

- 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 favourable treatment than another on the grounds of sex, marital status, race, religion, age, creed, colour, or nationality
- To be clean, tidy, and smart in appearance by wearing the correct uniform and to be always punctual as per Trust policy
- To perform any duties that may be required from time to time that are consistent with the responsibilities of the role and the needs of the service
- To always work within the policies and procedures of St George's Healthcare NHS Trust.
- To keep up to date with all mandatory training requirements
- To contribute to the running of the Cardiac Physiology service over 7 days of the week as per the departmental rota requirements.

This job description is not an exhaustive document but is a reflection of the current position. Details and emphasis may change in line with service needs after consultation with the postholder.

BAND 6 PERSON SPECIFICATION

Job Title: Specialist Cardiac Physiologist (CRM)

SKILLS	ESSENTIAL	DESIRABLE	ASSESSMENT
Qualifications & Experience	<p>BSc in Clinical Physiology (Cardiology) /BSc Healthcare Science (Cardiology) or equivalent extensive clinical experience at Specialist Cardiac Physiology level</p> <p>ILS certification</p> <p>RCCP/AHCS/HCPC registration or equivalent</p> <p>Appropriate experience and knowledge to specialist level in a wide range of cardiac investigations</p> <p>Experience of staff training and assessment and supervision of junior staff</p>	<p>ALS</p> <p>Training and Assessing Qualification</p> <p>Leadership course</p> <p>Clinical experience in highly specialist areas such as PPM, ICDs or EP/Ablation procedures</p>	Interview, Application, Certificates
Knowledge & Development	<p>Carry out and take responsibility for the full range of Cardiac Investigations to specialist level and be able to provide detailed clinical reports.</p> <p>Demonstrate the ability to perform all non-invasive cardiac investigations including ECGs, exercise ECGs and ambulatory ECG monitoring</p> <p>Proficiency in and/or a strong underpinning knowledge of cath lab procedures, including invasive cardiac catheterisation (e.g. PCI, IVUS) and pacemaker/loop recorder implantation</p> <p>A strong commitment to training in advanced level techniques such as ICD implantation and follow-up, cardiopulmonary exercise testing or EPS/ablation</p> <p>Willing to attend course/conferences and to undertake further professional qualifications to keep abreast with new developments</p> <p>Understand and interpret routine and advanced specialist Cardiac Investigation results and analyse clinical data</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>Experience of stock control management</p> <p>Experience of performing pacemaker implants independently</p>	Interview, Application

	Knowledge of computers and hospital computer systems		
Personal	<p>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 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>Ability to concentrate for prolonged periods whilst operating equipment and communicating with patients at same time</p> <p>Able to concentrate frequently and for sustained periods during highly specialist procedure</p> <p>Ability to concentrate whilst being interrupted by enquiries (from the telephone or other staff)</p> <p>Able to cope with frequent difficult or unpleasant and emotional situations and environments e.g. cardiac arrest, terminally ill patients and death, A&E, ITU</p>		Interview
Working conditions	<p>Exposure to bodily fluids/secretions and bodily fluids</p> <p>Exposure to infectious patients</p> <p>Wearing of lead protection in radiation areas. VDU use</p> <p>Be able to work in awkward positions when performing tests e.g. GITU</p> <p>Moving equipment around the hospital site and other hospitals within the trust e.g. pacemaker programmers, wheelchairs</p>	<p>Experience of performing on-call shifts</p> <p>Driving licence</p>	Interview, Application