



Job Description and Person Specification

Job Description

Job Title	Cardiac Physiologist
Band	AfC Band 6
Hours	37.5 hours per week
Department	Cardiac Investigations
Division	Specialist
Location / Hospital Site	Worthing Hospital
Responsible to	Associate Practitioners, Healthcare Science Assistants, Cardiographers and Apprentices
Accountable to	Head of Cardiac Investigations, Lead Cardiac Physiologists and Chief Cardiac Physiologists
DBS Level	Enhanced DBS check + Children's & Adults' Barred Lists
DBS Barring	
DBS Workforce	

Role Summary

To assist in delivery of a high quality Cardiac Investigations service to inpatients and outpatients of University Hospitals Sussex NHS Foundation Trust, Worthing Hospital, with a specialist interest in Cardiac Rhythm Management (CRM).

To include:-

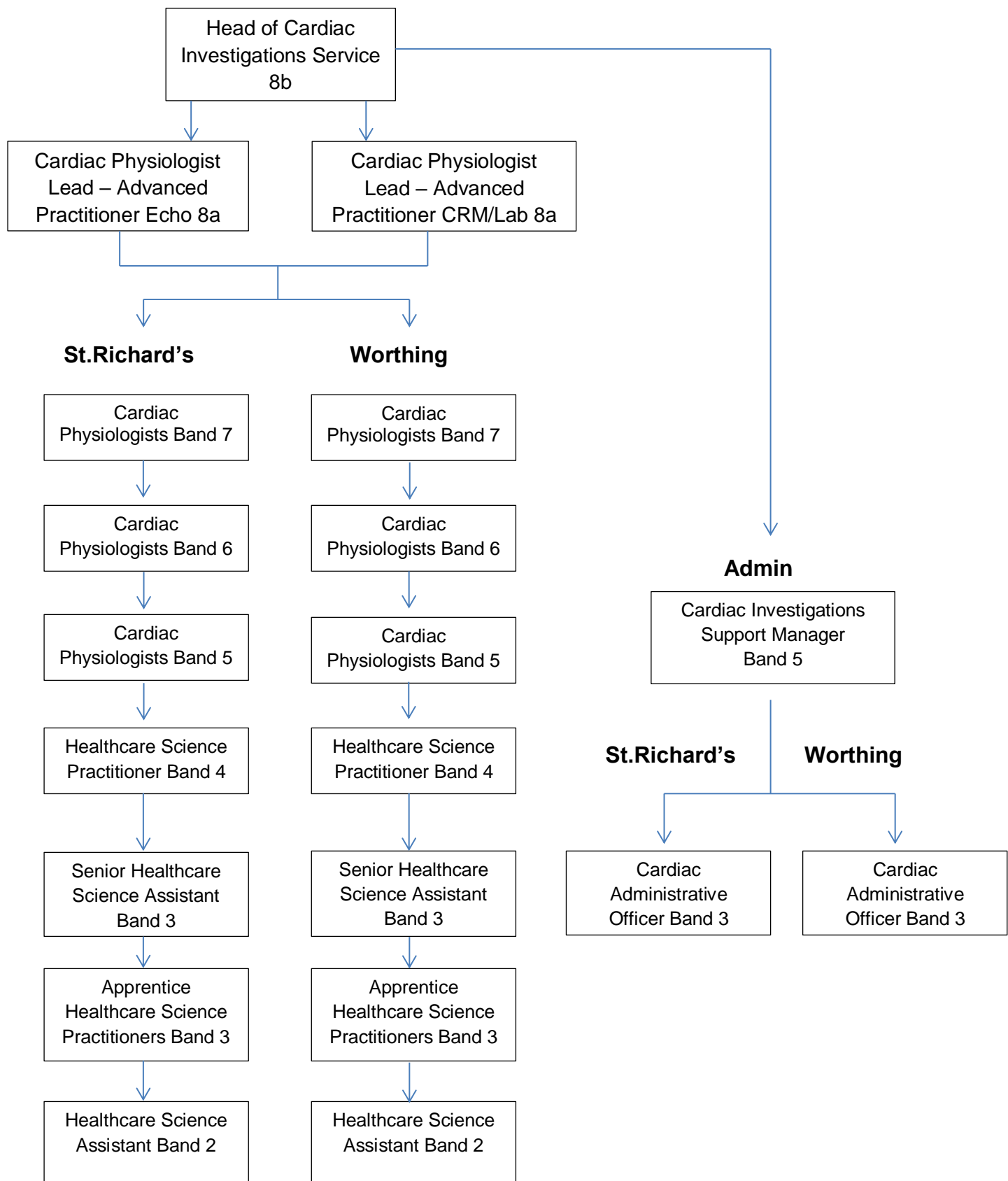
- Assisting in the delivery of a high quality Cardiac Investigation Service
- Being able to perform a wide range of investigations including pacemaker, ICD and complex device interrogation and follow-up with some supervision; assisting in PPM/ICD/CRT device implant procedures; assisting in all invasive investigations in the Cardiac Catheter Lab and providing comprehensive reports; Leading in Exercise Tolerance Testing as well as undertaking Holter analysis and reporting
- To organising and managing own workload
- Interpreting results and providing reports for Physicians
- Being conversant with Cardiac Arrest protocol
- Being aware of patient condition and when to call for Physician assistance
- Being fully aware of implications of results and refer to Cardiologist when necessary
- To organising and managing own workload
- Assisting in the day-to-day running of the department
- Undertaking supervision and training of staff and healthcare professionals
- Providing a role model for the Trust's values, Patient First approach, Equality, Diversity and Inclusion and inclusive leadership

Key Working Relationships

To develop and maintain productive working relationships with all staff necessary for the smooth running of the service, including and not limited to colleagues, nursing staff, medical staff, admin, porters and housekeeping staff.



Structure Chart



Main Duties and Responsibilities

Communication

- Communicates sensitively with patients and carers at times when understanding and level of co-operation may be compromised by e.g. illness, disability, age etc.
- Make and receive telephone calls with due courtesy, effectively imparting and recording information
- To act as advocate for patients, relatives and staff
- Provide accurate documentation of patient procedures; responsible for input of all relevant technical reports, as well as addition and update of patient records to departmental databases
- To participate in the cardiac department meetings
- Liaise proactively with line manager and colleagues regarding any issues/areas of concern
- Liaise with colleagues and other healthcare staff within and outside of University Sussex Hospitals Foundation Trust
- To ensure clinical and other relevant information is communicated
- Handles complaints and plaudits in a professional manner
- Actively promotes team building within the cardiac department, and participates in the development of the cardiac department

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 with supervision. 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.
- **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 well being 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 assist in the running of device follow-up clinics. To re-programme device parameters to ensure maximum patient safety and comfort. 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 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 assist in the supervision and development of students and colleagues
- Continue to develop specialist knowledge and experience including sufficient CPD to maintain professional registration

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.

Workplace and Environmental Factors

Physical	Level 2a
Emotional	Level 2a
Mental	Level 2
Working Conditions	Level 2a

Person Specification



Requirements	Level required	How assessed	Level required	How assessed
	Essential		Desirable	
Professional Registration			RCCP/AHCS Registration	AF
Experience/ Qualifications	BSc Clinical Physiology (Cardiology) Degree/Healthcare Science Degree or equivalent qualification	AF, I		
Skills	Detailed knowledge of all Cardiac investigations	AF, I		
	Minimum 2 years post basic training.	AF, I		
	Evidence of working as part of a multidisciplinary team.	AF, I		
	Ability to prioritise and manage own workload	AF, I		
	Ability to exercise own initiative when dealing with issues within own specialist area of competence	AF, I		
	Ability to communicate with colleagues and patients at all levels	AF, I		
	To be able to work independently and as part of a cohesive team	AF, I		
	Ability to fault find on complex equipment	AF, I		
	Evidence of having undertaken own	I		

	development to improve understanding of equalities issues			
People Management and Development	<p>Excellent interpersonal and communication skills</p> <p>Implement change when required and provide support for junior staff when changes are made</p> <p>To be responsible for own continuing personal and professional development</p> <p>To take part in the day to day clinical supervision of other members of staff</p> <p>To assist in the supervision and development of students and colleagues</p>	<p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p> <p>AF, I</p>		
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		
Freedom to Act				

