

Sleep Physician Associate

Job Description & Person Specification –

A summary of the role responsibilities and person specification

Why Our Trust?

Terms and conditions

Post – Physician Associate

Division – Medicine

Department – Sleep

Band – Band 7

Hours – 37.5 hours per week

Salary - £43,742 - £50,056

Location – Bristol Royal Infirmary

Contract length: 12 months fixed term

Annual leave – Up to 33 days depending on NHS Service

Pension - The NHS Pension Scheme is a defined benefit scheme. Further details and an outline of benefits can be found at www.nhsbsa.nhs.uk/pensions

Job Purpose

We are looking for an experienced Physician Associate (PA) to join the Sleep Unit at Bristol Royal Infirmary, a dynamic and welcoming multidisciplinary outpatient team. We are recruiting to a 12 month post in the first instance but hope to make it substantive.

The unit covers a wide geographical area and provides diagnostic and therapeutic services for patients with sleep-disordered breathing. We undertake a range of diagnostic tests including oximetry, respiratory polygraphy, polysomnography ± MSLT/MWT and Actigraphy and manage ≈ 10,000 patients on CPAP.

You will be working closely with Respiratory Consultants, Clinical Scientists and the Operations Manager to ensure provision of a strong patient-focused service. Extensive training in respiratory sleep medicine will be provided and the successful applicant will be encouraged to undertake a postgraduate certificate in Sleep Medicine.

About us

Our mission is to improve the health of the people we serve by delivering exceptional care, teaching and research every day.

What you'll love about working here

UHBW has been rated by the CQC as 'Good' - our staff are proud to deliver excellent care. As a forward-thinking multi-award winning Trust, our world-leading research and innovations are having a positive local and global impact. Our hospitals are spread across Bristol and Weston-super-Mare, join us and you can enjoy the very best of both worlds; city living within a stone's throw of the countryside or beside the seaside, both with easy access to all that the South West has to offer.

A digital exemplar - Being appointed as a Global Digital Exemplar means we can realise this vision by implementing digital technologies that will help us to transform the way we work and how we relate to our colleagues, patients and partner organizations.

Sustainable healthcare - We have joined the international movement to declare a climate emergency, recognising the impact climate change is having on the world. Climate change is labelled as the greatest threat to health in the 21st century, with a range of conditions related to heat, cold, extreme weather and air pollution predicted to rise. To lead the way in healthcare the Trust has set ambitious goals to become carbon neutral by 2030.

Access to further opportunities with the Trust - Apprenticeships are a great way to learn and earn on the job. UH Bristol and Weston provides a range of apprenticeships to support a huge number of career opportunities in clinical and non-clinical support services with apprenticeships starting at level 2 through to level 7. As an organisation we encourage further development of all employees to progress upward within their chosen field.

Diversity & Inclusion

A core principle of the Trust is to ensure that patients and staff are treated with dignity and respect. Promoting equality, diversity and human rights and challenging any form of inequality, discrimination, harassment or abuse are central to the Trust's Values.

'Committed to inclusion in everything we do' is the ambition set out in the Trust's Workforce Diversity & Inclusion Strategy.

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Main Duties and Responsibilities

The post holder will work under the clinical supervision of the Respiratory consultants and the Lead Physiologist, working within the outpatient services as part of the clinical team ensuring delivery of high-quality care to patients.

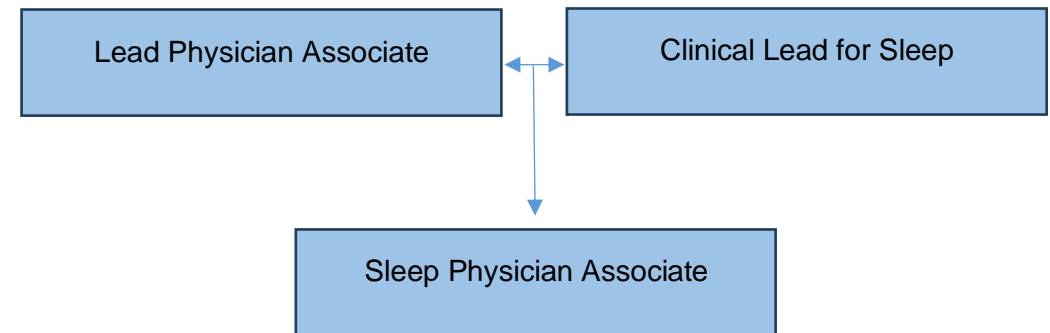
Clinical Sleep Service Provision

- Undertake initial and follow-up assessments of patients referred to the sleep unit, initiating and evaluating different treatments including CPAP.
- Participate in outpatient review of patients on long-term CPAP therapy.
- Request and interpret results of diagnostic assessments.
- Actively participate in the weekly sleep MDT meetings.
- Fully document all aspects of patient care and complete all required paperwork.
- Support multidisciplinary staff on the use of CPAP for inpatients both within and outside the Trust, including set-up, assessment and evaluation of therapy.
- Assist in the triage and assessment of new patient referrals.
- Work collaboratively with colleagues, other professionals, and agencies to ensure the service meets changing healthcare needs.

Research & Service Development

- Contribute to and partake in departmental teaching.
- Maintain knowledge and proficiency of medical practice via continuing professional development and mandatory training.
- Participate in annual appraisal where objectives will be agreed upon, performance monitored, and personal development needs reviewed.
- Facilitate an effective learning environment for colleagues within the clinical environment.
- Support recruitment into clinical research being undertaken within the department.

Organisational Structure



Key Relationships

The post-holder will work as part of a multidisciplinary team of clinical scientists, physiologists, medical practitioners, specialty managers and clinical co-ordinator staffs within the Sleep Unit associated with the day to day running of the service.

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Clinical quality and safety

- Uphold accountability for the care they give and comply with Fitness to Practice and Code of Conduct standards as set out by the UK PA Managed Voluntary Register
- Develop standards, procedures, and systems to ensure the provision of high quality and efficient patient care from the point of entry to discharge.
- Contribute to achieving and maintaining good clinical governance.
- Observe and maintain strict confidentiality of personal information relating to staff and patients.
- Identify and undertake quality improvement projects /audit.
- Report all actual and potential clinical incidents using the DATIX reporting system.
- Ensure excellent adherence to infection control policies and practice.

Hours of work:

- Monday – Friday from 08:30-16:30, 37.5 hours per week
- Primary location will be B301, Bristol Royal Infirmary, with a requirement to attend clinics in South Bristol Community Hospital and Weston General Hospital
- Evening and weekend shifts are not required.

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University Hospitals
Bristol and Weston
NHS Foundation Trust

Personal Profile - (E) = Essential (D) = Desirable

Knowledge and Experience

- Experience in working as a fully qualified Physician Associate (E)
- Excellent knowledge of medical science and its application to clinical scenarios (E)
- Experience working within a multidisciplinary team (MDT) (E)
- Able to demonstrate sound clinical judgement (E)
- Experience mentoring and training PA students (D)
- Experience of working in secondary care (D)
- Experience of working in Respiratory medicine (D)
- Experience of undertaking outpatient clinics (D)
- Awareness of current developments and initiatives in the specialty area (D)
- Experience in clinical audit (D)

Skills and Abilities

- Ability to interpret and implement guidelines, policies, and procedures (E)
- Ability to prioritise workload safely and effectively (E)
- Understanding of various healthcare roles and respect for the value of all members of the multidisciplinary team (E)
- Excellent organisational skills (E)
- Ability to exercise sound judgement when presented with conflicting work pressures (E)
- Experience in working with and contributing to a multidisciplinary team (E)
- Ability to effectively communicate highly complex and sensitive information (verbal and written) to colleagues, patients, and relatives (E)
- Safe and competent performance of procedural skills (E)
- Competence in extended clinical skills (D)

Aptitudes

- Work autonomously (E)
- Caring and empathic attitude to patients and relatives (E)
- Flexibility and resilience to change (E)
- Honesty and reliability (E)
- Awareness of self-development needs and motivation to seek development opportunities (E)
- Ability to work within limits of competency and seek help when appropriate (E)
- Enthusiasm to learn (E)

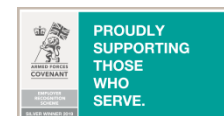
Qualifications and Training

- Minimum of a BSc/BA undergraduate degree prior to undertaking PA training (E)
- MSc/PgDip in Physician Associate Studies from a recognised PA training programme (E)
- Current and valid certification or re-certification by the Physician Associate National Exam (E)
- Registered with the UK Physician Associate Managed Voluntary Register (PAMVR) (E)
- Member of the Faculty of Physician Associates (E)
- Evidence of post-qualification learning and development (E)
- Basic Life Support (E)
- Immediate and/or Advance Life Support (D)

We are
supportive
respectful
innovative
collaborative.
We are UHBW.



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Transforming Care

Delivering sustainable healthcare services to our patients, which are effective, efficient and driven by excellence, is at the heart of our organisation. Transforming Care is the Trust's overarching programme of transformational change. It enables staff to use a structured approach to continuously improve and innovates their services, strengthen our capability, and deliver our Trust's mission to improve the health of the people we serve by delivering exceptional care, teaching and research, every day.

Our Quality Improvement Academy is open to all staff and leaders across the Trust, and provides training to lead or take part in improvement and transformation activities in their departments and across the Trust. We will support staff to develop the skills and tools to improve services to deliver the best care to our patients and public.

Information Governance It is the responsibility of all staff to respect the confidentiality of patients and staff, as specified in the Caldicott Principles, Data Protection Act 2018 and the Human Rights Act. It is the duty of every employee to:

- Only access person identifiable information as required in the execution of their duties.
- Disclose information appropriately, in line with the Data Protection Act 2018.
- To ensure good quality data by recording, promptly and accurately, clinical and non-clinical information within agreed timescales to PAS, the health record or the appropriate clinical or non-clinical information system
- Always trace patient notes on the Patient Administration System

Maintain the confidentiality of their passwords / usernames and if in possession of a 'Smartcard' abiding by the terms and conditions of its use.

Workplace Wellbeing

The Trust Workplace Wellbeing Framework encourages all colleagues to look after their own wellbeing as well as supporting the wellbeing of colleagues. Line managers will oversee the wellbeing of their team, making wellbeing a priority when considering ways of working and will undertake regular health and wellbeing conversations that are supportive, coaching-style one-to-one discussions focused on building team resilience. To assist this, the Trust offers comprehensive wellbeing provision for employees, students, volunteers and managers.

Safeguarding Children and Vulnerable Adults The Trust is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults, and as such expects all staff and volunteers to share this commitment.

Quality and Clinical Governance

Quality in the NHS has three core dimensions: Patient Safety, Patient Experience and Clinical Effectiveness. Clinical Governance is about the systems, processes and behaviours to ensure that high quality services are provided to patients. Every member of staff has a role to play in striving for excellence: it is important that everyone is aware of and follows policies and procedures that govern their work; and if something goes wrong, everyone has an obligation to report it so lessons can be learned from mistakes, incidents and complaints. If any member of staff has concerns on any clinical governance matters, they should raise them with their line manager, professional adviser, or a more senior member of management. Reference should be made to the Trust's guidance on Raising Concerns about provision of patient care.

Health and Safety

Under the provisions contained in the Health and Safety at Work Act 1974, it is the duty of every employee to:

- Take reasonable care of themselves and for others at work
- To co-operate with the Trust as far as is necessary to enable them to carry out their legal duty
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for Health and Safety or welfare at work.

Everyone has a responsibility for contributing to the reduction of infections.

Senior Management is responsible for the implementation throughout the Trust of suitable arrangements to ensure the health, safety and welfare of all employees at work and the health and safety of other persons who may be affected by their activities. Where health and safety matters cannot be resolved at Senior Management level the appropriate Executive Director must be notified. Line Managers are responsible for the health and safety management of all activities, areas and staff under their control. This includes responsibility for ensuring risk assessments are completed and implementation of suitable and sufficient control measures put in place. Health and safety issues are dealt with at the lowest level of management practicable. Where health and safety matters cannot be resolved at a particular management level the appropriate Senior Manager must be notified.