

**Central Manchester University Hospitals Trust (CMFT)  
Manchester Heart Centre**

**Job Title:** High Specialised Cardiac Physiologist - CRM  
**Reports To:** Principal Physiologist,  
**Band:** 7  
**Directorate:** Manchester Heart Centre

**JOB PURPOSE**

The jobholder will provide specialist cardiac physiology expertise within Cardiac Rhythm Management to ensure optimal standards of care is provided to patients.

The job holder will:

- Undertake specialist cardiac device and/ or EP procedures and analyse results, reporting on outcomes and advise clinicians
- Undertake clinical supervision and training of junior and trainee physiology staff and other professional groups
- Participate in Continuing Professional Development and other developmental activities, including research and clinical trials

**JOB DIMENSION**

- Works in partnership with other members of the department, CRM lead and Principal Physiologist in further developing the cardiac physiology service
- Provides a Highly Specialised clinical physiological CRM service for patients and interprets those results to inform clinical diagnosis and provides expert reports for clinicians
- Undertakes clinical supervision and training of junior and trainee physiology staff and other professional groups.
- Physiologist Lead for Device Education
- To acquire expert electrophysiology skills for basic and complex EP and ablation procedures
- To provide a ILR implantation service and audit of patient surveys, infections and adverse events

**KNOWLEDGE, SKILLS AND EXPERIENCE REQUIRED**

Qualifications

- Registered Clinical Physiologist (RCCP)
- BHRS accreditation

### Experience

- Experience at specialist physiologist (band 6) level or equivalent in cardiac device follow up
- Ability to follow up complex device patients independently
- Ability to prioritise and organise the clinical caseload within a designated area, including the planning and organisation of expected and acute workload and deployment of more junior staff
- Ability to exercise initiative as a specialist practitioner in the designate specialty area demonstrating highly specialist in-depth knowledge and theory. This includes the individual using his/her discretion to re-adjust plans as the clinical situation/need of the patient changes
- Ability to supervise the work of others
- Experience of service development and or change management (desirable).

### Skills

- Communication skills
- Leadership skills
- Negotiation skills
- Teaching
- IT skills.

### Knowledge

- Specialist knowledge relevant to the field of practice of cardiac devices implant and follow up underpinned by theory and relevant practical experience
- Standards of professional practice.

### Personal Attributes

- Excellent interpersonal skills
- Innovator
- Motivator
- Assertiveness
- Flexibility, adaptable, capable of lateral thinking.

## **CORE VALUES**

- Commitment to contributing towards the achievements of the Manchester Heart Centre and CMFT objectives
- Commitment to delivering high quality evidence based care
- Commitment to working in a multi-disciplinary team
- Commitment to the specialty area, valuing the contribution of all team members, encouraging a positive and creative working environment

- Commitment to own personal and professional development and to the development of others within the team.

## **CORE BEHAVIOURS AND SKILLS**

- Motivates and develops others by instilling confidence using encouragement and helpful, constructive feedback
- Coaches and provides advice to others adopting a positive encouraging style
- Provides support and guidance to other team members
- Listen, communicates, values and acknowledges contributions from others
- Accepts the need for change and will be open to new ideas and approaches, proposing strategies in response to change
- Use initiative when making decisions, taking action to resolve issues within your control
- Makes logical sound, reasoned decisions using relevant information
- Relates well to people at all levels and different backgrounds showing tolerance and patience towards others
- Maintains positive working relationships and seeks to build rapport
- Promotes the importance of service quality and continuously looks for ways of improving service quality
- Committed to learning, seizing opportunities to further personal development and orchestrates appropriate development opportunities
- Seeks and welcomes feedback from others and actively learns from positive and negative experiences.

## **CORE KNOWLEDGE AND UNDERSTANDING**

- Awareness of Trust guidelines and policies
- Understanding of organisational structures.

## **PRINCIPLE DUTIES AND AREAS OF RESPONSIBILITY**

- **Clinical care delivery**
  - Acts in accordance with the Professional Code of Conduct
  - Maintains a safe working environment
  - Provides clinical leadership and acts as a role model to the designated clinical physiology team by delivering high quality care as an expert practitioner. Giving lead specialist advice as required
  - Works as a specialist practitioner within established Trust and departmental policies
  - Undertake clinical procedures where dexterity and accuracy are required and performs a broad range of investigations providing accurate factual reports following analysis and interpretation of physiological data

- Routinely undertakes assessment of both in-patients and out-patients prior to a range of cardio-respiratory investigations and uses own discretion in order to ensure the patient is suitable for the investigation
- Supervises and assesses the work of others within the designated team
- Works within and towards national guidelines and directives, e.g. NICE, NSF
- Reports clinical incidents and adverse events to the Service Manager and external agencies as required.

- **Communication**

- Maintains accurate clinical and other records in accordance with Trust policy
- Ensures appropriate clinical record keeping within the designated team
- Support patients and their families, communicating sensitive information about routine and complex investigations ensuring they receive the required information to enable them to participate in their care delivery
- Communicates with all members of the multidisciplinary team and trust-wide staff to ensure the best possible care is provided for patients.

- **Education and Training**

- Plans, provides and facilitates training and education of multi-professional staff, learners and other junior staff within own speciality area
- Actively participates in the development of own personal development plan and performance review
- Maintains own technical competencies in the specialty area
- Actively takes part in the appraisal and personal development plan of physiologists in line with Trust policy
- Participates in specialist national, regional and local conferences as agreed with the Principal Physiologist and Echocardiography service lead
- Keeps up to date with developments, advances within the specialty.

- **Leadership and management**

- Provides leadership within the Cardiac investigations Department working with the Principal Physiologist and CRM Service Lead to develop new roles/ways of working
- Investigates and responds to accidents, complaints, untoward incidents and other significant events
- Works with the service lead to ensure that workload and performance monitoring data for the team is collected, collated and utilised to ensure the effective and efficient working of the team. Reviews this information with the service lead on a regular basis
- Ensures the safe use and efficient management of equipment and supplies and monitors their utilisation within the team
- Works with the Echocardiography service lead to share responsibility for setting, monitoring and seeking to continuously improve standards and the quality of care delivered to patients
- Promotes evidence based practice, wherever possible

- Implements policies and proposes change to practice for own specialist area
- Contributes to the development of specialist protocols for specialist area
- Proposes policy and service change and contributes to the development of the same within and beyond own specialist area
- Engages users on service delivery and development.

- **Research and Audit**

- Contributes to the research agenda
- Participates in and undertakes clinical trials involving new and emerging technologies. Participates in audit and research projects
- Collaborates with the Service Manager towards implementing changes in service within own clinical speciality.

### **PHYSICAL EFFORT**

There is a frequent requirement for the job holder to spend a substantial proportion of their working time sitting or standing in a restricted position and an occasional requirement to exert moderate physical effort. Including the transfer of patients and equipment on both trolleys and wheelchairs.

### **MENTAL EFFORT**

Prolonged periods of concentration. Occasional requirements for both prolonged and highly intense levels of concentration. The work pattern may be unpredictable with frequent interruptions.

### **EMOTIONAL EFFORT**

The nature of the clinical and non clinical duties will require the job holder to be involved in distressing or emotional circumstances on a frequent basis, e.g. cardiac arrests, patient deaths.

### **WORKING CONDITIONS**

The nature of the clinical and non clinical duties will require the job holder to be involved in occasional exposure to unpleasant or highly unpleasant working conditions, e.g. bodily fluids including blood, sputum, vomit, urine. Occasional exposure to verbal and/or physical aggression. Use of VDU screens.

### **HEALTH AND SAFETY/RISK MANAGEMENT**

All staff are responsible for working with their colleagues to maintain and improve the quality of services provided to our patients and other service users. This includes complying at all times with CMFT Policies, including Health and Safety policies, in particular by following agreed safe working procedures, and reporting incidents using the Trust Incident Reporting system.

### **INFECTION CONTROL**

The jobholder must comply at all times with the CMFT Infection Control policies, in particular by practicing Universal Infection Control Precautions. Hand hygiene must be performed before and after contact with patients and their environment.

**EQUALITY AND DIVERSITY**

The jobholder must comply with all policies and procedures designed to ensure equality of employment and that services are delivered in ways that meet the individual needs of patients and their families. No person whether they are staff, patient or visitor should receive less favourable treatment because of their gender, ethnic origin, age, disability, sexual orientation, religion etc.

**TRAINING AND PERSONAL DEVELOPMENT – CONTINUOUS PROFESSIONAL DEVELOPMENT**

The jobholder must take responsibility, in agreement with his/her line manager, for his/her own personal development by ensuring that Continuous Professional Development remains a priority. The job holder will undertake all mandatory training required for the role.

**RESPECT FOR PATIENT CONFIDENTIALITY**

The job holder should respect patient confidentiality at all times and not divulge patient information unless sanctioned by the requirements of the role.

**COMMUNICATION AND WORKING RELATIONSHIPS**

- Principal Physiologist
- Service Leads
- All grades of cardiac physiology staff
- Medical staff
- Allied Health Professionals
- Nursing staff
- Members of Directorate
- University staff
- Company representatives.

**JOB DESCRIPTION AGREEMENT**

**Jobholder’s Signature:..... Date:.....**

**Head of Department’s Signature:..... Date:.....**

**Head of Department’s Job Title:.....**