

Senior Clinical Physiologist Job Description & Person Specification –

A summary of the role responsibilities and person specification



University Hospitals
Bristol and Weston
NHS Foundation Trust

Why Our Trust?

Terms and conditions

Post – Senior Clinical Physiologist (Sleep Unit)

Division – Medicine

Department – Respiratory Medicine

Band – 6

Location – Bristol Royal Infirmary

Hours of work – 37.5

Contract length – Substantive

Annual leave – Up to 33 days dependant on NHS Service

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

Job Purpose

A full-time substantive vacancy, has arisen for a suitably qualified enthusiastic person to join our team of physiologists in the Sleep Unit within the Respiratory Medicine Department at the Bristol Royal Infirmary.

The ideal applicant will have a BSc in Clinical Physiology or equivalent qualification and have successfully completed ARTP Parts I & II or Practitioner level exam. They should also have relevant experience in sleep studies.

As well as carrying out clinical investigations the role will involve deputising for the Lead Clinical Physiologist, assisting with service development, providing supervision and ongoing education for other members of staff and students on placement within the department. You should have the ability to work flexibly, be able to work with your own initiative and enjoy working as part of a team. A keen eye for detail and accuracy is also required. You will be expected to work closely with other healthcare professionals, including respiratory consultants, nurses and physiotherapists.

This role is for 37.5 hours per week. There can be some flexibility regarding the exact hours to be worked, although there is the requirement for some evening (late shift) working.

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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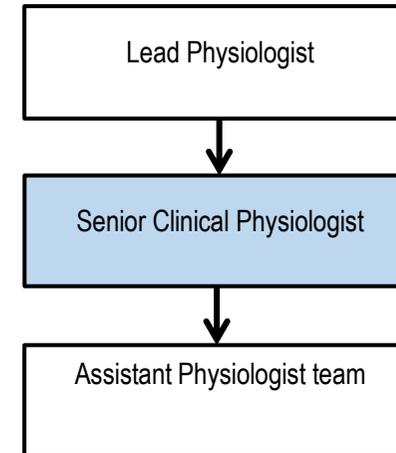
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Main Duties and Responsibilities

- Responsible for providing an efficient and high quality service in the field of Sleep Studies and to provide the very best care and efficient treatment of patients during their stay in the department.
- To work collaboratively with colleagues and other professionals to ensure services meet changing healthcare needs.
- To deputise for the Sleep Unit Clinical Lead, covering all aspects of the role, when required.
- Line manage and mentor a proportion of the assistant physiologists within the department
- Provide leadership and support to the Sleep Unit staff in dealing with difficult and conflicting situations including those that are of a clinical/professional nature.
- Plan, perform, interpret and report on a range of basic and highly complex Sleep Study investigations to a high level of competence on patients, regularly using complex software, and where appropriate initiate the next stage of clinical management.
This includes
 - a) Semi Polysomnography
 - b) Full Polysomnography
 - c) Actigraphy
 - d) MSLT/MWT/OSLER
 - e) Capillary and transcutaneous blood gas monitoring.
- Undertake, analyse and report on a wide range of assessments of lung function in patients with a wide range of disorders.
- Participate in highly specialist non-medical outpatient clinic services for patients which includes initial and follow-up assessments, initiating and evaluating different patient
- Undertake CPAP set up for patients on UHBW wards, and occasionally for inpatients at other Trusts.
- May occasionally provide home visits to patients undergoing CPAP therapy.
- Carry out clinic work at other locations within the region other than the BRI.
- Communicate complex information, which may be sensitive and/or contentious, to patients and their carers.

Organisational Structure



Key Relationships

Lead Physiologist, Senior Clinical Physiologist, Physiology team, Consultant Team, Specialty Manager, NIV team.

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Main Duties and Responsibilities

- Participate in audit and/or research and development programmes as agreed with the Sleep Unit Clinical Lead.
- Provide mentorship and training to members of the teams to support development
- Assist with overseeing the efficient and effective management of resources and consumable supplies.
- Support the management of data systems and their back up within the Information Governance Framework.
- Assist in the provision and maintenance of statistical information as required.
- Contribute to the development of strategic and business plans for the Sleep Unit.
- Assist in the implementation of new policies regarding the organisation of the department and the provision of Sleep Unit services
- To assist in the recruitment, appointment and retention of all staff in line with Trust policies and guidelines.
- Support the undertaking of Performance development reviews.
- Support the formulation of individual staff training and development programmes.
- Assist with monitoring the education and training of Clinical Physiologists and other clinical staff groups in line with mandatory, professional and personal development according to service needs.
- Participate in teaching and training to staff within the unit, other staff within the Trust, and students going through the national training scheme.
- Provide operational, and some line managerial, support physiology staff within the unit.
- Participate in activities and initiatives of professional bodies and other agencies within sleep and NIV services
- Assist with grievance, disciplinary and staff welfare matters.
- Attend Trusts, regional and national meetings as necessary.
- Attend UHBW statutory and mandatory training courses

- Ensure personal compliance with CPD guideline and professional codes of conduct
- Work within agreed Trust policies and protocols

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

Knowledge and Experience

- Experience (post qualification) of working in Sleep services or relevant field (E)
- Experience in the performance, analysis and technical reporting of basic through to highly complex sleep assessments (E)
- Experience in the performance of lung function tests (D)
- Experience in pressure support for sleep breathing disorders (CPAP/NIV) (E)
- Experience in delivering training sessions (D)
- Experience in the supervision and training of junior and trainee staff, and the development of training programmes (D)
- Experience of participation in research/service evaluation/audit (D)

Skills and Abilities

- Highly developed physical skills, where accuracy and/or speed are essential and may include manipulation of fine tools, obtaining arterial/capillary blood gases or the assembly of specific complex circuitry (E)
- Able to undertake periods of frequent prolonged concentration with occasional intense concentration for advanced procedures and complex analysis of results (E).
- Able to analyse and interpret data from CPAP and NIV devices with a view to planning and implementing future treatment where appropriate (E)
- The post requires a combination of....
 - Frequent light physical effort (carrying equipment 2-10kg)
 - Occasional moderate physical effort (moving morbidly obese patients in wheelchairs)
 - Frequent standing, kneeling or sitting in a restricted position (E)

Aptitudes

- Able to deal with exposure to distressing and/or emotional circumstances which may include patients who have a deteriorating condition (E)
- Able to analyse and handle complex or sensitive information where empathetic or reassurance skills are required (E)
- Confident in the ability to communicate to a wide range of people in a professional manner, including the ability to communicate to those with sensory, physical or learning difficulties (E)

Qualifications and Training

- BSc in Clinical Physiology (Respiratory or Neurophysiology) or equivalent (E)
- Eligible for RCCP membership (Voluntary register) or equivalent (E)
- Continuing evidence of CPD (E)
- Work based assessor training (D)
- Teaching course (D)

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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.

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