

## Candidate Pack

For

## Trainee echocardiographer (ETP) programme



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Our  
**values**



The North Middlesex University Hospital NHS Trust is a medium-sized acute and community trust with over 525 beds and over 600 community staff, serving more than 600,000 people living across Enfield and Haringey and the surrounding areas, including Barnet and Waltham Forest.

The hospital has been on its present site for over 100 years and was established as an NHS trust by statute in December 1990. The Trust's services are provided on the North Middlesex University Hospital site as well as a range of community sites across the London Borough of Enfield, including at partner hospitals. They provide services in collaboration with a range of partners, including local GPs, acute, mental health and other community health service providers across North Central London.

In the year ending 31 March 2022, the Trust reported a turnover of £419.7m and employed almost 4,000 staff. Following the transfer of Enfield Community Services on 1st April 2023, this has increased as we have welcomed over 600 new staff including District Nurses, Community Matrons, Community Physiotherapists, Psychologists and many more across a wide range of adult and children's community services in Enfield. It is an exciting time to join North Mid as we continue our journey to become an integrated care organisation to deliver high quality, seamless care in our local communities, with a focus on tackling health inequalities.

North Mid is part of North Central London integrated care system – consisting of the NHS and Local authority organisations in Camden, Islington, Barnet, Enfield and Haringey. As with other ICS's, we are working increasingly closely with partners and indeed many of our financial and performance objectives are measured at this system level. Whilst all organisations remain as standalone, statutory bodies we have an ICS infrastructure for making shared decisions and agreeing shared approaches.

We are proud of our staff and want to ensure their training allows them to provide excellent clinical care. We are also a training unit for medical students from UCL and St George's University Grenada, and for nursing and midwifery students from Middlesex and City Universities.

## Our Vision

At North Mid, we've set out sights on Trust North: a set of five clear ambitions which describe our vision for our Trust.





## Additional Information

### Location

Situated in North London with a multi-cultural community, the area provides a wide range of facilities and is close to the heart of London. Central London is easily accessible, with Liverpool Street and Kings Cross approximately 30 minutes away by public transport.

### Benefits

We want to attract the best and brightest people to work at NMUH and that means looking after you from the moment you apply for a role at the Trust and throughout your career with us. Our staff are our most valuable asset and we believe that investing in colleagues is crucial if we want to enable everyone to reach their full potential.

### Learning and Development

As a University Trust, we recognise the importance of investing in our workforce to continue to deliver the right care in the most effective way, based on a sound evidence base and continuing professional development. We offer:

- A structured leadership and management development programme
- Core skills statutory and mandatory training programmes
- A 'one-stop' induction programme for all new staff – introducing you to the Trust, our values and our services
- A structured programme of learning for trainee doctors, student nurses and students across allied health professions
- A coaching network where trained coaches throughout the Trust are matched with staff of all disciplines to provide a powerful development opportunity

- A wide range of Continued Professional Development (CPD) opportunities, working with
- partners – such as Middlesex University and University of Hertfordshire, to deliver training and development programmes and support

### Health and Wellbeing

We offer a Health Hub which helps improve staff health and wellbeing across the Trust – encouraging staff to step away from their work and think about their own health. This includes:

- Workshops, challenges and social events throughout the year
- Confidential and safe forums where staff can talk about the emotional impact of their work
- An equality and diversity staff network providing support to all staff
- Mindfulness bite size taster sessions
- Mini health checks
- Free, confidential counselling services 24/7
- Reduced gym rates at a number of local health clubs/gyms

### Pay and Annual Leave

- Generous annual leave: starting at 27 days and increasing after five and 10 years
- Maternity/paternity and shared parental leave schemes
- Sick pay for all substantive and permanent staff
- Range of flexible working options across the Trust including compressed hours, term time contracts, part-time working etc.
- One of the best pension schemes in the UK

### Road Access and Public Transport

North Middlesex University Hospital NHS Trust is situated on the North Circular Road, the hospital is within very easy reach of the M25, M1, A1, A10 and A12. The hospital is situated close to the residential districts of North London including Enfield and Winchmore Hill, which all have an excellent environment and schools. Silver Street main line railway station is a 5-minute walk away, with services direct to Liverpool Street Station and Seven Sisters underground Station.

Our community services are based in a various locations around Enfield including:

St Michael's Primary Care Centre, Gater Drive, Enfield, EN2 0JB  
Lucas House, 305-309 Fore Street, Edmonton, N9 0PD  
Forest Primary Care Centre, 308A Hertford Road, Edmonton, N9 7HD  
Chase Farm Hospital and the Skye Unit, The Ridgeway, Enfield, EN2 8JL  
Eagle House Surgery, 291 High Street, Enfield, EN3 4DN  
Highlands Health Centre, 3 Florey Square, Winchmore Hill, N21 1UJ  
Bowes Road Clinic, 269 Bowes road, Enfield, N11 1BD  
George Marsha Centre, St Ann's Hospital Site  
Bay Tree House, Enfield

For more information about the services available at these locations click [here](#)

## Our Values and Expected Behaviours

You are part of Team North Mid, a workforce over 4,000 strong. A big part of working here is having a culture and values that help us to achieve our vision of delivering outstanding care to local people.

### We are caring:

What it means	Our behaviours
<ul style="list-style-type: none"> <li>We are compassionate and take time out to check on colleagues and patients</li> <li>We are understanding and recognise each other as individuals</li> <li>We are committed to improving our community for colleagues, patients and carers</li> </ul>	<ul style="list-style-type: none"> <li>Showing empathy</li> <li>Being curious</li> <li>Showing humility</li> <li>Listening to others</li> </ul>

### We are fair:

What it means	Our behaviours
<ul style="list-style-type: none"> <li>We respect and understand each other's differences and backgrounds</li> <li>We are consistent with providing realistic, clear expectations and constructive feedback</li> <li>We are always looking for opportunities to develop all our staff and our services</li> </ul>	<ul style="list-style-type: none"> <li>Being consistent</li> <li>Listening to others</li> <li>Supporting each other</li> </ul>

### We are open:

What it means	Our behaviours
<ul style="list-style-type: none"> <li>We embrace change and continuously challenge ourselves and colleagues to create meaningful improvement</li> <li>We ask for help when we need it; we offer help when we see a colleague struggling and we are always open to challenge</li> <li>We actively look for new ways of working and explore new partnerships across teams, divisions and organisations</li> </ul>	<ul style="list-style-type: none"> <li>Speaking up</li> <li>Being curious</li> <li>Learning from mistakes</li> </ul>

These values are extremely important to us and we expect everyone who works at the Trust in any capacity to share and uphold these values. Further information on the Trust's values is available on our website.

Our  
**values**



## Care and Compassion

Ensure that any escalation of care concerns or safeguarding escalations are made robustly through the appropriate channel. Undertake audits and where appropriate cooperate with the corporate nursing team to maintain Trust standards of care.

## Job Description

Position: Trainee Echocardiographer

Salary/Band: AfC band 6

Tenure: 18 months fixed contract

Location: Cardiology

Hours: 37.5 p/w

Responsible to: Cardiology service manager

Accountable to: Lead Cardiac Physiologist

## Key Working Relationships

Cardiac physiologists, nurses, doctors, administrative team

## Job Summary

We have an exciting opportunity for an 18-month fixed term full-time training post in Echocardiography. This is part of the Echocardiography Training Programme developed by the National School of Healthcare Science and funded by Health Education England.

Successful candidates will be trained to BSE adult accreditation level 2 and will be awarded a Post-graduate Certificate in Clinical Echocardiography. The individual will be supervised in becoming proficient in echocardiography by already accredited team of echocardiographers.

The trainee will work closely with the training coordinator/officer and more senior members of staff to follow the curriculum for the Echocardiography Training Programme.

The trainee will work in specified areas of the department and be responsible to the Designated Training Coordinator/Officer for their own work and progression through the scheme.

All trainees will be expected to travel to national academic and other courses regularly throughout their training. In some cases, this may involve overnight and/or residential stays. Trainees will undertake a Post Graduate Certificate in Clinical

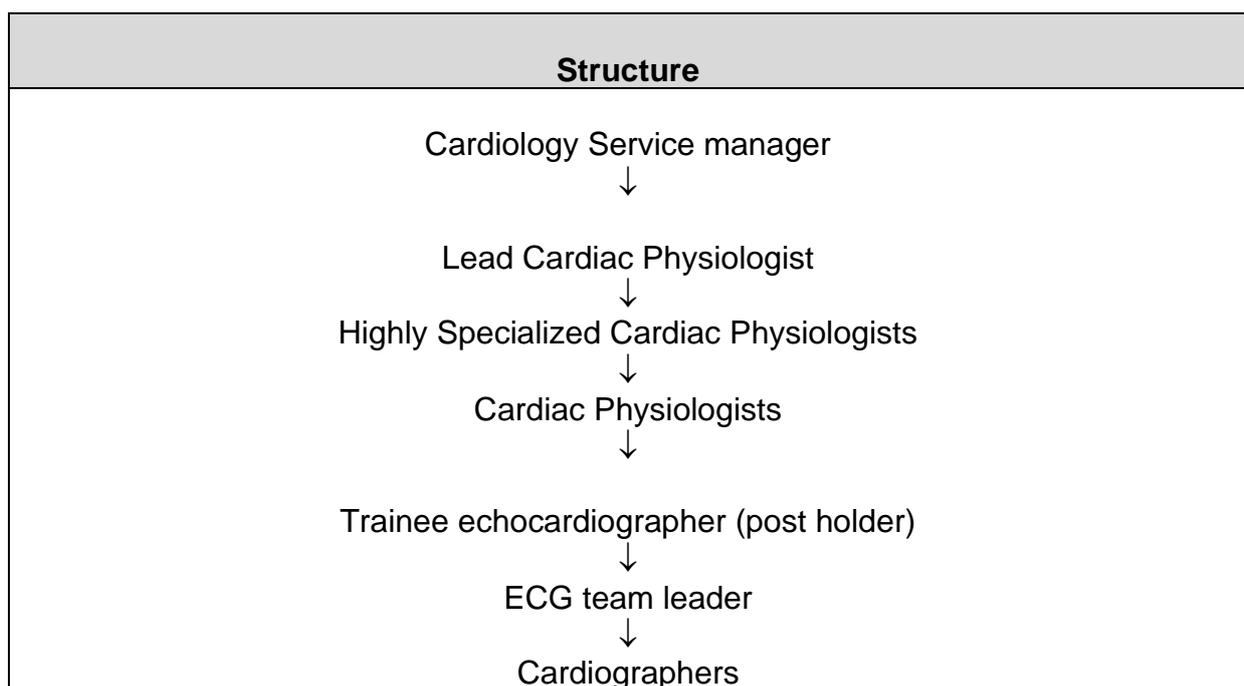
Echocardiography at a designated academic institution specific for the training pathway. Trainees will mainly be based in the host department but may need to attend other local/regional/national scientific services, in order to complete the required pathway work based curricula, as deemed appropriate by the Designated Training Officer.

Trainees will be a part of a national training programme and will be registered with the National School of Healthcare Science based in the West Midlands Multi-Professional Workforce Deanery.

### Introduction to the Department

The Cardiology Department has an extensive service consisting of various services such as general cardiology arrhythmia, chest pain, heart failure and valve clinics. The cardiac physiology department delivers echo, stress echo, transoesophageal echo, pacemaker implants /follow ups, Holter ECGs and ambulatory blood pressure investigations. The ECHO department currently has 3 imaging consultants and 7 adult BSE accredited physiologists.

### Organisation Chart



## **Duties and responsibilities.**

The trainee will undertake the full training programme in order to progress through the academic and practical elements of the training scheme. In so doing they will learn how to perform and interpret clinical and specialist scientific processes underpinned by theoretical and applied knowledge and practical experience and will learn how to:

- perform and interpret routine cardiac investigations
- perform specialised diagnostics investigations
- carry out complex scientific and clinical roles, including those working directly with patients
- analyse and interpret and data compare investigative and clinical options
- make judgements, including clinical and differential judgements, involving complicated facts or situations that impact on patients
- initiate and undertake innovation, improvement and R&D and be involved in the education of healthcare science trainees and other learners in the workplace
- carry out audit to continuously improve patient care and service needs
- participate in the training and development of both external university students and junior team members
- communicate and interact effectively within a multidisciplinary team to ensure a positive patient experience
- assist the Principal Cardiac Physiologist and other senior members of the team in the day to day organisation and delivery of the cardiothoracic diagnostic service

They will be expected to complete all work-based training and assessment alongside the academic course to exit the programme with eligibility for registration with the BSE and the Academy for Healthcare Science (AHCS). Trainees must meet the AHCS Standards of proficiency for Healthcare Science Practitioners.

Post qualification and with appropriate additional experience and competencies, graduates from this scheme would be eligible to apply for Clinical Scientist equivalence and HCPC registration.

In addition, they will be expected to undertake work-based experience to enable them to communicate complex technical, scientific and sensitive information to colleagues within their department in both verbal and written forms.

Delivery of patient care – experience and contribution in the following areas:



- Provide support to specialist clinics and specialist treatment interventions
- Perform, report and interpret a range of investigations undertaken indirectly for or directly with patients within a range of care settings
- Specialist care and treatment interventions for patients across the range of clinical pathways and health care settings
- Appropriate clinical and scientific advice and interpretation of analytical results
- Participate in multidisciplinary meetings
- Apply and promote evidence based practice and use of relevant clinical protocols and procedures
- Ensuring that all equipment used on patients and the public is handled and applied in accordance with health and safety requirements and other national or international guidelines

#### Education and learning

- Successfully complete the training and assessment programme in conjunction with the local Training Coordinator and designated Academic institution to achieve certified competence awarded by the BSE.
- Undertake suitable training within the host department and other placements to successfully acquire core competencies and thereafter maintain the required standards of competence when undertaking duties.
- Take responsibility for own learning and development by recognising and taking advantage of all opportunities to learn, including appraisal, supervision, academic course and problem based learning and maintaining a personal portfolio of learning.
- Ensure that own learning needs, identified with the Training officer and reflecting the requirements of the curriculum, are met.
- Retain sufficient flexibility and adaptability in learning in order to ensure full contribution to improving services in response to changing health care needs.
- Maintain knowledge of recent scientific developments and undertake supplementary training to develop both knowledge and skills.
- Attend mandatory training (both vocational and academic) as required.
- Participate in internal and external assessment processes

#### Communication

- Communication and interpretation of complex clinical, scientific and technical information to a wide range of people including clinicians, managers, patients and the public
- Liaise with senior scientists and clinical users of the service on appropriateness of investigations, interventions and tests

#### Quality audit

- Contribute to audits to inform patient management and clinical care
- Contribute to quality audits relating to accreditation and regulation
- Perform quality assurance, process and outcomes audits relevant to the specialty

#### Clinical governance

- Maintain standards for health and safety procedures
- Comply with quality and governance procedures within the department including risk management and risk mitigation
- Maintain high standards of professional and personal conduct
- Ensure that patient safety and experience and effectiveness of service are maximised.

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## TRUST POLICIES

### Probation

Employment by the Trust is subject to a six (6) month probationary period, during which time you will be required to demonstrate to the Trust's satisfaction your suitability for the position in which you are employed. During your probationary period, your employment may be terminated by you or the Trust by providing one (1) week notice in writing.

### Equality, Diversity and Inclusion

The Trust is committed to fair and transparent recruitment and selection procedures and to providing a workplace where all staff are treated with respect and feel included. It is the aim of the Trust to ensure that no job applicant or employee receives less favourable treatment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

### Health & Safety

Employees must be aware of the responsibilities placed on them under the Health & Safety at Work Act 1974 to maintain a safe environment for both staff, patients and visitors, to observe obligations under organisational and departmental Health & Safety policies, maintaining awareness of safe practices and assessment of risk.

### Data Protection and Caldicott

To obtain, process and use information (held on computer and/or manual filing systems) in a fair and lawful way. To hold person identifiable information for specific registered purposes and not to use, disclose or transfer person identifiable information in any way that is incompatible with the Data Protection Act 2018, other legislation and Caldicott requirements. To disclose person identifiable information only to authorised persons or organisations as instructed. When using email to transmit person identifiable information within or outside the Trust, the Trust Email Policy must be strictly followed.

### Customer Care

The aim of the hospital is to provide patients and clients with the best possible care and services. In order to meet this aim, all our staff are required at all times to put the patient and client first and do their utmost to meet their requests and needs courteously and efficiently. In order that staff understand the principles of customer care and the effects on their particular post and service, full training will be given.

### Infection Control

All healthcare workers have an overriding duty of care to patients and are expected to comply fully with best practice standards. You have a responsibility to comply with Trust policies for personal and patient safety and for prevention of healthcare associated infection (HCAI); this includes a requirement for rigorous and consistent compliance with Trust policies for hand hygiene, use of personal protective equipment and safe disposal of sharps. Knowledge, skills and behaviour in the workplace should reflect this; at annual appraisal you will be asked about application of practice measures known to be effective in reducing HCAI.

### **Smoking Policy**

The Trust provides a smoke free work environment.

### **Confidentiality**

Under no circumstances, either during or after the end of your employment (however it is terminated), may you divulge any unauthorised person confidential information relating to the Trust. This includes but is not limited to, information covering patients, individual staff records, industrial relations, financial affairs, contract terms and prices or business forecasts.

### **Clinical Governance**

Staff are expected to provide patients with timely and effective care. Treatment and direct / indirect support must be based on best practice. Everyone is responsible for this and his/her job in the Trust is important in achieving this.

### **Rehabilitation of Offenders Act**

This post is exempt from the Rehabilitation of Offenders Act 1974. Should you be offered the post it will be subject to a criminal check from the Criminal Records Bureau before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions.

### **Safeguarding Vulnerable People**

It is a basic human right of every child and adult to be protected from harm and NHS Trusts have a fundamental part to play in this. We expect all our staff to recognise signs of vulnerability and to report and act on any concerns in line with policy and guidance contained in 'Working Together - Every Child Matters' and 'No Secrets - guidance on developing multi-agency policies and procedures to protect vulnerable adults from abuse' on which our Trust Policies are based.

### **Organisational Change**

As services develop and change, the post-holder may be required to undertake other responsibilities within the Trust.

### **Review**

This job description is an outline, which reflects the present requirements of the post and is not intended to be an inflexible or finite list of duties and responsibilities. As these duties and responsibilities change and develop the job description will be amended from time to time in consultation with the post-holder

## PERSON SPECIFICATION

**Post: Trainee echocardiographer**

**Department: Cardiology**

ATTRIBUTES/SKILLS	ESSENTIAL	DESIRABLE	MEASUREMENT
Education and qualifications	A 1st or 2:1 in Cardiac Physiology (PTP) or a relevant scientific subject (examples include Physiology, Pure or Applied Physics, Biology or Human Biology, or Sports Science (if significant scientific content) or equivalent experience and appropriate underpinning knowledge and skills in cardiology – as evidenced for example by appropriate voluntary registration with the Registration Council for Clinical Physiologists or Academy for Healthcare Science.	Masters in Science	Application/certificates
Skills and abilities	Has an understanding of the role of an Echocardiographer in healthcare and disease and its application in a healthcare setting.  A committed, in depth interest in	Previous experience in performing ECGs	Application/Interview  Application/interview

	<p>Echocardiography and its application to direct clinical care of patients in a clinical environment</p> <p>Knowledge acquired through study and experience to formulate appropriate advice and judgements, including clinical judgements involving facts or situations that impact on patients.</p> <p>Have an understanding of quality control and management assurance in a science or work based context</p>		<p>Application/interview</p> <p>Application/interview</p>
Experience	Working in a hospital setting in a science bank ground role	Cardiology experience	CV/application
Personal qualities	Excellent interpersonal and communication skills, both writing and speaking in English language in order to Explain analytical, scientific and clinical aspects of the work to a variety of people including scientific colleagues, clinical professionals, service		CV/application/interview

	<p>managers and patients and to listen to their needs</p> <p>Make formal presentations to groups of colleagues.</p> <p>Good active listening skills to build rapport with the listener to encourage an open discussion.</p> <p>Self-aware and flexible enough to adopt a range of evaluative or empathising listening styles according to the needs of the listener and the situation.</p> <p>Ability to work autonomously in the planning and execution of their own work and under the guidance of their Departmental Supervisors.</p>		<p>Application/Interview</p> <p>Application/Interview</p> <p>Application/Interview</p> <p>Application/Interview</p>
Values	Demonstrable ability to meet Trust values		Interview/ assessment
Other requirements			