

Senior Clinical Respiratory and Sleep Physiologist



Job Title:	Senior Clinical Respiratory and Sleep Physiologist	<i>HR use only</i>
Report to:	Consultant/Advanced Clinical Respiratory/Sleep Physiologist	Job Reference Number
Accountable to:	Consultant/Advanced Clinical Respiratory/Sleep Physiologist	





Job description

Job purpose

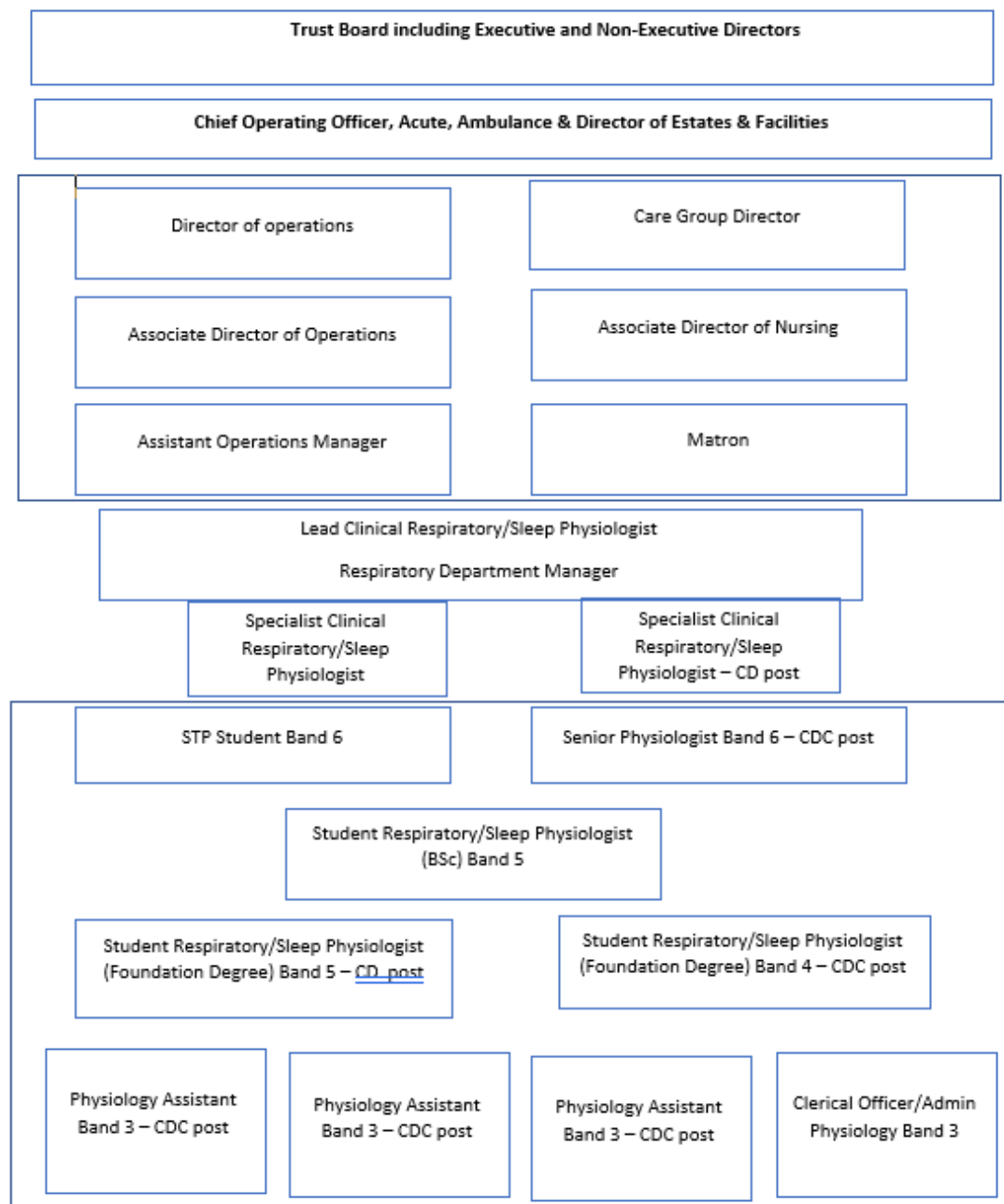
The Senior Respiratory/Sleep Physiologist will work as an independent practitioner along side the Lead Physiologist, offering high quality specialist investigations and treatment for a variety of respiratory and sleep disorders, therefore improving the lives of people on the Isle of Wight.

Perform specialist technical investigations within the normal operating procedures of the department, as instructed by the Lead and Specialist Clinical Respiratory/Sleep Physiologist. To maintain registration with RCCP or Academy of Healthcare Science and support junior physiologists.

Job statement

- To be able to perform the physiological tests listed below some of which require a considerable degree of responsibility and autonomy. These include activities that are complex, specialist and / or non routine.
- To be able to initiate treatment following diagnosis and monitor progress of treatments in patients requiring CPAP and NIV.
- To obtain accurate, informative results and to present them for referring consultant.
- To be able to supervise, train and assess junior members of staff and physiology degree students on practical placement.
- To provide leadership for junior staff, as delegated by Consultant/Lead Clinical respiratory and Sleep Physiologist.
- To educate and give general advice to staff.
- To demonstrate care and respect, for both patients and fellow staff members.

Organisation chart



1. Communication aspects of the role.

- Maintain excellent communication with patients, relatives, members of the respiratory team, patients' GP, and other specialities involved in the patients care, regarding all aspects of care, demonstrating a variety of communication skills in accordance to patient need.
- Maintain clear, concise and legible documentation in accordance to organisational policy.
- Communicate on complex and sensitive issues. To obtain medical history prior to testing to ensure safe practice.
- Use a range of verbal and non-verbal communication tools to communicate complex and sensitive information effectively with service users, families, colleagues, team members and other agencies to facilitate the delivery of care programmes, to promote effective communication, including verbal, written (clinic letters and telephone).
- To use a range of motivational communication techniques when testing patients to ensure excellent, quality assured test results (exercise induce asthma tests require encouragement to maintain patient running speed and maximum working heart rates).
- Reflect on barriers to communication and use knowledge of different methods to support and improve communication with individuals.
- Frequently exposed to distressing or emotional circumstances when dealing with distressing diagnosis such as terminal diseases.
- To communicate interpretation of results to appropriate senior healthcare professionals, eg lead physiologist, consultants and nurses.

2. Analysis and judgement will be necessary in the following situations.

To carry out the following basic and highly complex diagnostics and treatments.

Physiological Tests

Perform the procedures listed as an independent practitioner, gaining accurate and clinically valuable measurements. To provide quality clinical reports and outcomes following tests.

- Measurement of dynamic lung volumes by spirometry and flow volume loops
- Measurement of static lung volumes by whole body plethysmography
- Airways resistance measurements using the body plethysmograph
- Reversibility testing
- Gas transfer measurements
- Measurement of exercise limitation by 6 minute walk test with oximetry
- Multi-channel sleep studies (polysomnography) measuring varying parameters
- Investigation of neuromuscular respiratory defects by postural spirometry
- Investigation of neuromuscular respiratory defects by maximal inspiratory and expiratory mouth pressures (respiratory muscle strength assessment).
- Exercise induced asthma studies
- Capillary and arterial blood gas analysis
- Long-term oxygen therapy assessment
- Any other tests as deemed necessary by the Consultant/Advanced Clinical Respiratory/Sleep Physiologist

Treatments

- Continuous Positive Airway Pressure (CPAP) set-up and titration of pressures using decision making skills and clinical judgement.
- Non invasive ventilation (NIV) set-up, monitoring and titration using decision making skills and clinical judgement.
- To monitor ventilator dependent patients and adjust setting where appropriate.

To be responsible for analysis of data within own capacity, to risk assess and prioritise tasks using decision making skills.

3. Tasks that require planning and organising.

- To exercise good time management, punctuality and consistent reliable attendance.
- To co-ordinate own day to day clinics and to support junior staff where applicable.
- To co-ordinate requirements for future clinical appointments and long term planning of clinics.
- To record all information appropriately on patient centre, Ascent lung function database, Somnomedics sleep study database and CPAP/NIV database.
- To ensure clear communication of all intended interventions and plans to service recipients, their families/carers and other services/agencies involved
- To plan treatment programs for patients receiving CPAP/NIV ensuring continuing support and follow up appointments
- To refer patients on to a range of effective services such as dietician or psychology support when required.
- Requirement for concentration – unpredictable workload due to open access to service users, often causing interruptions during clinic. Long lengths of concentration often required as testing each patient may require over 1 hour while using a computer.
- To assess patients ability to use their devices and provide education when required (CPAP/NIV/inhalers/nebulisers etc).

4. Responsibility for Patient and Client Care

- Be familiar and comply with all organisational policies and procedures.
- With appropriate guidance, participate in appropriate action relating to complaints, accidents and serious untoward incidents involving patients and carers
- Act as a role model by upholding and implementing good practice in the workplace, always ensuring the highest standards of evidence based care.
- Ensure that correct procedures are followed in the event of an incident or accident involving patients, families or members of staff.
- At all times ensure the dignity of patients is maintained.
- Uphold and implement good practice in the workplace.

5. Responsibility for the development of policies and or services.

- Take responsibility for own developmental learning and performance, including participating in supervision
- Ensure voluntary registration is maintained as a Respiratory Physiologist (RCCP)
- Take responsibility for maintaining a record of own personal development
- Work with the practice to access appropriate training based on identified need
- To recognise and understand the roles and responsibilities of individuals working in the Service
- To implement existing departmental procedures ensuring accurate data is obtained in an environment with the best possible patient care.
- To assist in development of departmental procedures and updating of existing policies.

6. Managing Financial Resources

- As designated by the Consultant/Advanced Clinical Respiratory/Sleep Physiologist.
- To assist with maintaining stock and advising on any resources required to carry out job.

7. Managing and Developing People

- To aim to complete objectives set during Individual Performance Reviews.
- Involvement in Continuous Professional Development (CPD) and attendance at relevant internal/external courses, seminars, lectures etc in which appropriate information can be gained relating to physiological, scientific and medical matters.

- To demonstrate the ability to plan and implement training and education for students and others within the Trust as designated by Lead Physiologist
- To demonstrate an innovative practice and seek to develop knowledge and awareness at all times.
- To coordinate day-to-day activities of junior or trainee staff.
- To demonstrate basic leadership skills through the management of designated projects
- To take a full role in all team development activities and training

8. Information systems and Information Management

- To ensure all patient data is stored in a suitable manner.
- To assist with storage of conventional and electronic patient data utilising available information technology to manage the department database.
- To ensure all data is as accurate and valid as possible and identify possible sources of erroneous test results.
- Supervision of the specialist complex tests and CPAP database, allowing accurate data on all non-routine procedures performed within the department.
- To ensure timely completion of statistical data and activity data on patient centre.

9. Involvement with surveys and research.

- To help perform and contribute to complex audits and research projects within the department.
- Presentations of outcomes of audit/academic research to local or national forums when required

10. Freedom to Act and autonomy

- Accountable for own professional actions as an independent practitioner.
- Works autonomously in any of the respiratory/sleep clinics as dictated by service need.
- To adhere to The Registration Council for Clinical Physiologists (RCCP) or Academy of Healthcare Science code of Ethics and Professional Conduct and to maintain own registration.
- Take responsibility for own developmental learning and performance, including participating in supervision
- Take responsibility for maintaining a record of own personal development
- To recognise and understand the roles and responsibilities of individuals working in the service.

General compliance:

1. To comply with all Trust Policies and Procedure, with particular regard to
 - Risk Management
 - Health and Safety
 - Confidentiality
 - Data Quality
 - Freedom of Information
 - Equality Diversity and Inclusion
 - Promoting Dignity at Work by raising concerns about bullying and harassment
 - Information and Security Management and Information Governance
 - Counter Fraud and Bribery
2. The Trust has designated the prevention and control of healthcare associated infection (HCAI) as a core patient safety issue. As part of the duty of care to patients, all staff are expected to:
 - Understand duty to adhere to policies and protocols applicable to infection prevention and control.
 - Comply with key clinical care policies and protocols for prevention and control of infection at all time; this includes compliance with Trust policies for hand hygiene, standards (universal) infection precautions and safe handling and disposal of sharps.
 - All staff should be aware of the Trust's Infection Control policies and other key clinical policies relevant to their work and how to access them.
 - All staff will be expected to attend prevention and infection control training, teaching and updates (induction and mandatory teacher) as appropriate for their area of work, and be able to provide evidence of this at appraisal.
3. To perform your duties to the highest standard with particular regard to effective and efficient use of resources, maintaining quality and contributing to improvements.
4. Ensure you work towards the Knowledge and Skills Framework (KSF) requirements of this post. KSF is a competency framework that describes the knowledge and skills necessary for the post in order to deliver a quality service.
5. Your behaviour will demonstrate the values and vision of the Trust by showing you care for others, that you act professionally as part of a team and that you will continually seek to innovate and improve. **Our vision, values and behaviours** have been designed to ensure that everyone is clear about expected behaviours and desired ways of working in addition to the professional and clinical requirements of their roles.
6. Perform any other duties that may be required from time to time.
7. Patients come first in everything we do. Every post holder can make a difference to a patient's experience. You will come across patients as you walk around the hospital; we rely on all our staff to be helpful, kind and courteous to patients, visitors and each other.
8. Ensure you adhere to and work within local and national safeguarding children legislation and policies including the Children Act 1989 & 2004 , Working Together to Safeguard Children 2013, 4LSCB guidance and the IOW Safeguarding Policy.
9. Ensure you adhere to and work within the local Multiagency safeguarding vulnerable adults policies and procedures
10. Ensure that you comply with the Mental Capacity Act and its Code of Practice when working with adults who may be unable to make decisions for themselves,

This job description may be altered to meet changing needs of the service, and will be reviewed in consultation with the post holder.

PERSON SPECIFICATION

Key Skills required undertaking this role.	On Appointment (Essential)	After 12 months in post	At 2 nd Gateway (Desirable on appointment)	How this will be measured.
Qualifications and role specific knowledge*	<ul style="list-style-type: none"> Undergraduate degree in clinical physiology or practitioner training programme (PTP) qualification or equivalent science related degree Registration with the Registration Council for Clinical Physiologists (RCCP) or Academy of Healthcare Science Good science background. Clinical experience post graduation to achieve independent practitioner status. Experience of training and general supervision of staff. To report on physiological data using interpretation of guidelines with relevant scientific knowledge. Demonstrate an acceptable level of numeracy and literacy. Awareness of risk management. 	<p>Professional Associate and Practitioner Certificates (ARTP)</p> <p>Completion of CBG/ABG practical portfolio</p>	<p>Working towards MSc level</p> <p>Working toward HCPC</p> <p>Completion of ARTP polygraphy practitioner certificate</p>	Applications and certificates

PERSON SPECIFICATION

Safeguarding Children **	1	2	3	1	2	3	1	2	3	
	Level 1			Level 2 required for post			Level 2 required for post			ESR
Physical Skills	Computer literacy. To concentrate on complex data and calculations for extended periods. To contribute to guidelines and protocols within the department Skill and dexterity to manoeuvre patient and equipment into optimal position to achieve tests. Risk of exposure to blood fluids such as sputum and blood. Ability to concentrate on several tasks with possible interruptions. Exposed to emotionally distressing situations. Transfer of patients from chair to scales and equipment using safe manual handling techniques.									
Dementia Awareness	Level 1			Level 1			Level 1			

PERSON SPECIFICATION

Aptitudes	Diplomacy and tact. IT literate. Understanding of Health and Safety and relevant NHS policies			
Abilities	Ability to function as an effective member of the Ability to work under pressure, prioritise effectively and manage competing demands. Ability to recognise own limitations			
Communication Skills	Good communication skills on a variety of levels and using a variety of mediums such as verbal, written (reports), email and patient teaching. Professional with a problem solving approach to clinical practice			

* = State knowledge required in terms of level of competence NOT X years' experience, as this is age discriminatory.

** indicate the level of mandatory Safeguarding Children Training this post needs 1,2 or 3.

When submitting a job description for evaluation, it must be accompanied by a Job Description Risk Assessment form.

SUPPLEMENTARY JOB DESCRIPTION INFORMATION

Post Title:

Ward/Dept and Site:

Date Completed:

1. General Information about the post.

Location	%	Location	%	Location	%
Office based	10	Home		Outpatients Clinic	100
Laboratory	80	Kitchen		Community based	
Ward area	10	Stores		Workshop	
In a vehicle	0			Theatre environment	

Indicate below if any of these apply

Location	%	Location	%	Location	%
Isolated locations		Outdoors		Works on their own	5
Works with patients in isolation e.g. in their own home		Works with patients – assistance is accessible.		Required to be in a building on their own for periods of time	5
Working hours					
Full time	✓	Part time			
Office hours	✓ Long days	Hours worked as a shift		Hours worked at night	
Concentration and Levels of Interruptions					
Required to concentrate for long periods of time	✓	Required to concentrate for short periods of time			
Interruptions throughout the day		Constant	✓	Occasional	

All criteria require a indication of whether the post holder will be expected to work in or be directly exposed to the following factors. Please use the comments box to provide details including frequency (e.g. how many times per shift)

2. Working Conditions	Frequency				
	Certain	Likely	Possible	Unlikely	Rare/Not at all
Working in bad weather e.g. when it is windy or/and raining.					✓
Excessive temperatures			✓		
Unpleasant smells/odours	✓				
Noxious fumes					✓
Excessive noise &/or vibration					✓
Use of VDU more or less continuously	✓				
Unpleasant substances/non-household waste			✓		
Infectious Material/Foul Linen				✓	
Body fluids, faeces, vomit, blood	✓				
Dust/dirt				✓	
Humidity				✓	
Contaminated equipment or work areas		✓			
Driving/being driven in normal situations					✓

PERSON SPECIFICATION

Driving/being driven in emergency situations					✓
Fleas or lice				✓	
Exposure to dangerous chemicals/ substances in/not in containers				✓	
Exposure to aggressive verbal behaviour where there is little/no support			✓		
Exposure to aggressive physical behaviour where there is little/no support			✓		
Exposure to risks that could result in an acute traumatic injury				✓	
Undertaking exposure prone procedures				✓	
Comments: Please use this section to provide any additional details you feel are relevant for the role (e.g. how many times per shift)					
3. Emotional Effort	Frequency				
	Certain	Likely	Possible	Unlikely	Rare/Not at all
Processing (e.g. typing/transmitting) news of highly distressing events			✓		
Giving unwelcome news to patients/ clients/carers/staff				✓	
Caring for the terminally ill			✓		
Dealing with difficult situations/ circumstances			✓		
Designated to provide emotional support to front line staff				✓	
Communicating life changing events					✓
Dealing with people with challenging behaviour			✓		
Arriving at the scene of an accident					✓
Comments: Please use this section to provide any additional details you feel are relevant for the role (e.g. how many times per shift)					
4. Physical Effort	Frequency				
	Certain	Likely	Possible	Uncertainty	Rare/Not at all
Working in uncomfortable/ unpleasant physical conditions			✓		
Working in physically cramped conditions					✓

PERSON SPECIFICATION

Lifting weights, equipment or patients using mechanical aids				✓	
Lifting weights/ equipment or patients without mechanical aids				✓	
Making repetitive movements		✓			
Climbing or crawling					✓
Manipulating objects			✓		
Manual digging					✓
Running					✓
Standing/sitting with limited scope for movement for long periods			✓		
Kneeling, crouching, twisting, bending or stretching			✓		
Standing/walking for substantial periods of time		✓			
Heavy duty cleaning				✓	
Pushing/pulling trolleys or similar			✓		
Working at heights					✓
The job requires to be trained in control and restraint.					✓

Comments: Please use this section to provide any additional details you feel are relevant for the role (e.g. how many times per shift)

5. Mental Effort	Frequency				
	Certain	Likely	Possible	Uncertainty	Rare/Not at all
Carry out formal student/ trainee assessments		✓			
Carry out clinical/social care interventions	✓				
Analyse statistics	✓				
Operate equipment machinery for more than ½ a shift					
for less than a shift			✓		
Give evidence in a court/tribunal/ formal hearings					✓
Attend meetings (describe types of meeting and post holders role)			✓		
Carry out screening tests/ microscope work					✓
Prepare detailed reports	✓				
Check documents	✓				
Carry out calculations	✓				
Carry out clinical diagnosis			✓		
Carry out non-clinical fault finding	✓				

PERSON SPECIFICATION

Signed by post holder*: _____

Date

Signed by line manager: _____

Date

* in the case of new jobs this will have to be an 'estimate' of the demands of the role.