



**University Hospitals
of North Midlands**

NHS Trust

Job Description and Person Specification

**PROUD
TO
CARE**



Join the UHNM Family

University Hospitals of North Midlands NHS Trust is one of the largest and most modern in the country. We serve around three million people and we're highly regarded for our facilities, teaching and research.

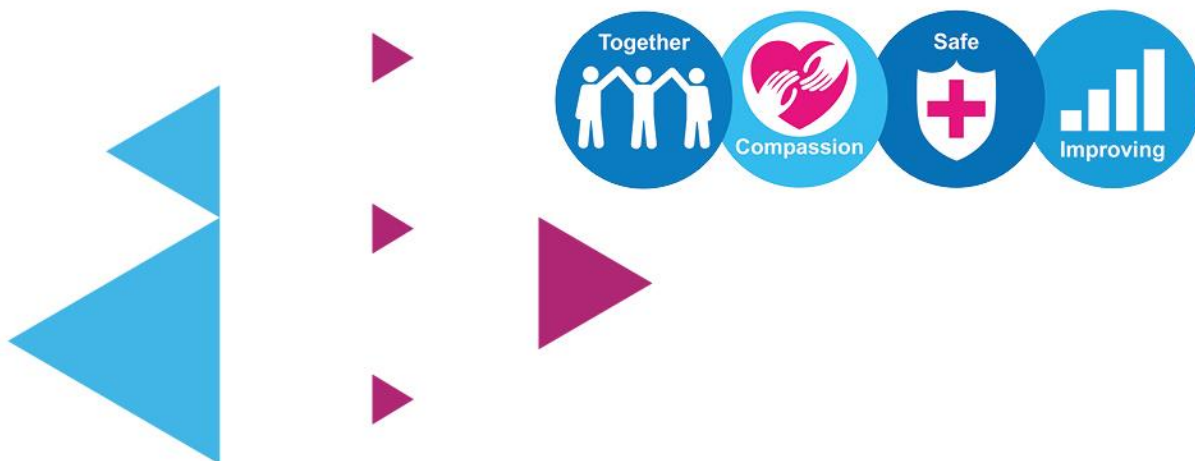
The Trust has around 1,450 inpatient beds across two sites in Stoke-on-Trent and Stafford. Our 11,000 strong workforce provide emergency treatment, planned operations and medical care from Royal Stoke University Hospital and County Hospital in Stafford.

We are a specialist Major Trauma Centre for the North Midlands and North Wales. Happy staff make for happy patients, and with the help of both we have put together a wide range of development and support packages aimed at ensuring that everyone. The Trust has the opportunity to fulfil their potential and meet their aspirations as well as the tools to provide great care.

Our mission to provide the very best health care includes recruiting the best people. Our goal is to be a world-class centre of achievement, where patients receive the highest standards of care and the best people come to learn, work and research.

The Trust also has a vibrant charity arm, UHNM Charity, which provides funds to enable University Hospitals of North Midlands NHS Trust to purchase state-of-the-art medical equipment and to enhance and improve patient experience and comfort.

Many of our staff are passionate about the service they provide and want to be part of something special. You can find out more about how our staff and patients are helping to improve the health, comfort and hospital experience of local people every day at www.uhnmcharity.org.uk



Values & Promises

We have four core values and promises that were co-created by our staff, patients and carers.



Together

- We are a Team – I will be considerate, help others to achieve our goals and support others to make positive changes
- We are Appreciative – I will acknowledge and thank people for their efforts and contributions
- We are Inclusive – I will be open and honest, welcome people's views and opinions and involve people in decisions that affect them



Compassion

- We are Supportive – I will be empathetic and reassuring. I will support and encourage people when they need it
- We are Respectful – I will treat people fairly, with respect and dignity, protect their privacy and help them to feel comfortable
- We are Friendly – I will be welcoming and approachable. I will make eye contact, say hello and introduce myself #hellomyname is



Safe

- We Communicate Well – I will explain clearly, share relevant and timely information and keep people updated
- We are Organised – I will plan ahead, manage my time well and be prompt in what I do
- We Speak Up – I will contribute to ensuring healthy and constructive feedback for all so we can feel safe to challenge inappropriate care and behaviour and promote our values



Improving

- We Listen – I will welcome people's views and ideas, invite people to ask questions and share their opinions and respond to what I hear
- We Learn – I will share best practice, celebrate good performance and support others to use their skills, learn and grow
- We Take Responsibility – I will have a positive attitude, act and encourage people to take the initiative and make improvements

Division: Network Services

Job Title: Chief Healthcare Scientist / Echocardiographer

Band: 7

Location: University Hospital of the North Midlands (Royal Stoke and County Hospital Sites)

Hours: 0

Managerially accountable to: Head of Service for Cardiac Physiology.

Professionally accountable to: Heart Centre Directorate Manager

Role Summary

This is a chief healthcare scientist position with specialist interest in cardiac imaging to support both the secondary and tertiary level services at the trust. This role is principally to support echocardiography for both inpatients and outpatients at both Royal Stoke and County hospital. Services to be provided include routine inpatient and outpatient echo in addition to supporting advanced specialist echocardiography such as transoesophageal echo, stress echo, bubble contrast echo and grown-up congenital heart disease according to service need and / or preference. In addition the department also provides one stop specialist clinics in heart valve disease, heart failure and inherited cardiac conditions. The role will require a willingness to support both research and audit across the trust, a commitment to continuing professional development in line with re-accreditation requirements and contribution to the department quality assurance process's in place for echo. There will be opportunities to maintain skills in other sub-specialities within cardiac science.

Key Areas/Tasks

- Works in close partnership with Senior Healthcare Scientists and consultants, doing advanced speciality procedures, including highly complex cases. Independently performing highly complex cases, giving expert advice on interpretation /trouble shooting complex cases
- Ensure patients receive appropriate information in relation to the investigation
- Ensure effective and appropriate communication within department and service users
- Supervise novice operators including junior doctors, assisting in data/ image acquisition and clinical report formulation for transthoracic echo (TTE)
- To independently scan and report highly complex transthoracic Echo studies without supervision, seeking advice as appropriate
- Post holder will have theoretical and practical knowledge in TTE. He /she will also have significant hands on experience
- Ensures up to date knowledge of medical literature relevant to the field
- Full British society of Echocardiography TTE accreditation

- Plans and organises own workload co-ordinating with other professionals
- Independently obtains and analyses complex data, determines interpretation and independently compiles complex accurate technical reports for case notes
- Confidently communicates opinion on highly complex technical data and explains the clinical implication to physicians
- Obtaining echo images requires highly developed physical skills. A high level of hand, eye and sensory co-ordination are essential
- Undertaking highly detailed images, interpreting this data which then contributes to the diagnosis and treatment of patients
- Follows standard operational policies with echo department
- Responsible for maintenance and cleaning of Echo equipment
- Responsible for the teaching of TTE, supervising novice operators including student echocardiographers and junior Doctors and assisting in data/ image acquisition
- Provides accurate records of highly complex clinical and technical data and maintaining an accurate procedure log for audit
- Undertakes audits for own area of expertise
- Occasional participation in equipment testing if required
- Role involves frequent light effort for several short periods when moving patients into the correct position in order to do the scan
- Frequent requirements for concentration where work pattern is predictable
- Occasional requirement for intense concentration for a particularly difficult patient
- Direct contact with patients who may be difficult and/or aggressive
- Occasional exposures to distressing or emotional circumstances
- Occasional working with terminally ill patients
- Occasional exposure to unpleasant conditions
- Occasional contact with body fluids
- To take every reasonable opportunity to maintain and improve your professional knowledge and competence
- To participate in personal objective setting and review, including the creation of a personal development plan and the Trust's appraisal process.

Personal/Professional Development

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Health and Safety

- To take reasonable care for your own Health and Safety and that of any other person who may be affected by your acts or omissions at work.
- To co-operate with University Hospitals of North Midlands (NHS) Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to.
- To comply and adhere to individual and role specific responsibilities as stated in the Trust Health and Safety Policy (HS01) and all other Health and Safety related policies.

Equality and Diversity

UHNM is committed to the implementation of the Equality, Diversity and Inclusion Policy Which ensures equal opportunities for all. UHNM is also committed to embracing diversity and eliminating discrimination in both its role as an employer and as a provider of services. It aims to create a culture that respects and values each other's differences, promotes dignity, equality and diversity and encourages individuals to develop and maximise their potential. All staff are required to observe this policy in their behaviour to other workers and patients/service users

Infection Prevention

Infection Prevention is the obligation of every employee both clinical and non-clinical at the University Hospitals North Midlands NHS Trust. Driving down healthcare associated infection is everyone's responsibility and all staff are required to adhere to the Trust's Infection Prevention policy

All staff employed by the UHNM Trust have the following responsibilities:

Trust Dress Code

- Trust approved uniform/dress code must be adhered to
- When in clinical areas **all** staff must be bare below the elbow, without wrist watches, stoned rings, wrist jewellery, false nails, nail polish or plaster casts
- No personal bags to be worn during clinical duties

Hand Hygiene

- Decontaminate your hands as the per 'The five moments of hand hygiene'

Own Practice

- Lead by example

- Encourage and praise good practice
- Be prepared to accept advice about your own practice

Decontamination

- Ensure that equipment you have been using or about to use has been decontaminated effectively
- Ensure that you are aware of the Trust approved cleaning products, and follow a safe system of works

Trust Policies

- Ensure that you know and strictly follow relevant Infection Prevention policies for your role and apply standard precautions at all times, which is available in the Infection Prevention Manual on the UHNM intranet

Data Protection Act, General Data Protection Regulation (GDPR) and the NHS Code of Confidentiality

All staff are responsible for ensuring they are familiar with and adhere to the Trust's policies, procedures and guidelines with regards to the Data Protection Act, General Data Protection Regulation (GDPR) and the NHS Code of Confidentiality. This includes confidentiality, information security, cyber security, secondary use and management of records.

Staff have a responsibility in protecting the "rights and freedom" of natural persons (i.e. live individuals) and to ensure that personal data is not processed without their knowledge, and, wherever possible, that it is processed with their consent. Processing includes holding, obtaining, recording, using and disclosing of information and applies to all forms of media, including paper and images. It applies to both patient and staff information

Hence staff must ensure confidentiality is maintained at all times, data is recorded accurately and you only access this information as part of your job role

Safeguarding Children, Young People and Adults with care and support needs

All staff are responsible for ensuring that they are familiar with and adhere to the Trusts Safeguarding Children and Adults policies, procedures and guidelines. All health professionals who come into contact with children, parents, adults with care and support needs and carers in the course of their work have a responsibility to safeguard and promote their welfare as directed by the Children Acts 1989/2004 and the Care Act 2014. Health professionals also have a responsibility even when the health professional does not work directly with a child or adult with care and support needs but may be seeing their parent, carer or other significant adult.

All staff are required to attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to their role

This job description is not intended to be an exhaustive list and may be subject to change from time to time. All documents referred to throughout this Job Description can be found

on the Trust's intranet, or alternatively copies can be obtained from the Human Resources Directorate

Sustainability



Sustainability and Corporate Social Responsibility are fundamental to the way the University Hospitals of North Midlands NHS Trust (UHNM) work. The Trust has developed a Sustainable Development Management Plan (SDMP): '*Our 2020 Vision: Our Sustainable Future*' with a vision to become the most sustainable NHS Trust by 2020. In order to achieve this, we need the support of all staff. As a member of staff, it is your responsibility to minimise the Trust's environmental impact and to ensure that Trust resources are used efficiently with minimum wastage throughout daily activities. This will include minimising waste production through printing and photocopying less, reducing water waste and when waste is produced, it is your responsibility to segregate all clinical waste correctly and recycle. Switch off lights and equipment when not in use, report all faults and heating / cooling concerns promptly to the Estates Helpdesk and where possible minimise business travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

SWITCH to a Sustainable UHNM is a campaign that focuses on the sustainability of the Trust and how we can use resources more effectively to provide better patient care, improve our health and work place. SWITCH is looking to recruit as many Champions as possible to help to bring the campaign to colleagues in their departments / wards and bring SWITCH to life. If you are interested in becoming a SWITCH Champion please contact switch@uhns.nhs.uk

Disruptive Incident & Business Continuity

The Trust needs to be able to plan for, and respond to a wide range of incidents and emergencies that could affect health or patient care. These could be anything from severe weather to an infectious disease outbreak or a major transport accident.

All staff are required to have an awareness of the Trust's business continuity arrangements, as a minimum. All staff will be required to;

- To know how to identify a business continuity incident and the method for reporting;
- To have an awareness of local business continuity arrangements;
- To participate in awareness, training and exercises, as required;

In the event of a disruptive incident, all Trust employees will be required to attend work if they are fit and well and able to do so in line with a Trust risk assessment. Those who are clinically qualified will be required to work flexibly across the Trust to meet the service need in clinical areas. This will include front line clinical staff who will be expected to cover

alternative duties as and when required in order to ensure that all essential services are maintained.

Signed Employee _____ Print _____ Date _____

Signed Manager _____ Print _____ Date _____

Job Title

Person Specification

| | Specification | Criteria | | Evidence |
|---|--|---------------------|------------------------------|---------------------------------------|
| | | Essential | Desirable | |
| Essential Qualifications | <ul style="list-style-type: none"> • BSc (hons) Cardiac Science, STP, ETP or equivalent qualification • BSE accreditation in adult transthoracic Echocardiography • Clinical Assessment training • Experience in the delivery of research & audit • HCPC Registration or Academy for HealthCare Science registration | ✓ ✓ | ✓ ✓ ✓ | Application, references and Interview |
| Knowledge, Skills, Training and Experience | <ul style="list-style-type: none"> • Experience as an independently reporting echocardiographer • Experience and knowledge of a broad range of Cardiac science investigations • Experience of working in a highly pressurised environment • Able to deal appropriately with urgent clinical issues • Experience in stress, transoesophageal, and bubble contrast echocardiography • Experience in other aspects of cardiac science such as ECG | ✓ ✓ ✓ | ✓ ✓ ✓ ✓ | Application, references and Interview |

| | | | | |
|--------------------|--|---|--|---------------------------------------|
| | <p>interpretation, exercise testing, arrhythmia monitoring and catheter lab work.</p> <ul style="list-style-type: none"> • Work based assessor qualification • Able to deal appropriately with urgent clinical issues | | | |
| Personal Qualities | <ul style="list-style-type: none"> • Positive mindset in respect of – Supporting organisational change; learning, and continuous improvement. • Effective interpersonal and intrapersonal skills including high degree of self-awareness and self-regulation • Takes responsibility and is accountable for delivering to their agree objectives • Consistently professional, collaborative and compassionate in their approach. • Works with patients and people at the fore – operates to a customer service ethos • Acts to support and enable effective teamwork • Delivers work of consistent and predictable high quality • There is a frequent requirement for prolonged concentration when facilitating • Emotional effort; the post holder will at times be exposed to distressing and emotional circumstances • Ability to travel to and work across multiple sites | <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> | | Application, references and Interview |