

Golden Jubilee Foundation

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**Golden Jubilee
Foundation**

Patients at the heart of progress

Chair: Susan Douglas-Scott CBE
Chief Executive: Jann Gardner

Recruitment line: 0800 0283 666

Dear Candidate

POST: Specialist Cardiac Physiologist - Interventional Cardiology
HOURS: 37.5
CLOSING DATE: 24 January 2020

The Golden Jubilee Foundation welcomes your enquiry in connection with the above post. Please find enclosed an information pack.

Should you wish to submit an application for the above post, please ensure you do so in advance of the closing date. Late applications will not be forwarded for short listing.

When providing referees on the application form, please be aware that we require a minimum of two references to cover at least **two years** of previous employment/training history. If there is insufficient space on the application form to list all of your referees please provide on an additional page. Where possible, please provide us with e-mail addresses for contact. Additionally, you should note that as part of the pre-employment checks a PVG or Disclosure Scotland check will be completed. **It is an offence for barred individuals to apply for regulated work.**

Should you contact the recruitment team to discuss any queries regarding your application it is advisable that you retain the job reference number as you will be asked to quote this when you call. Unfortunately due to the volume of applications we receive, we are unable to write to applicants who are not successfully shortlisted for interview. If you have not received an invitation for interview within six weeks of the closing date please assume on this occasion you have been unsuccessful. We hope this will not deter you from applying again.

In the meantime, I wish you success with your application and should you require any further information or wish to check the progress of your application please do not hesitate to contact the recruitment team on the contact telephone number shown above.

Yours sincerely

Lynn Mitchell
Recruitment Assistant

Golden Jubilee Foundation

Information Pack

For the post of

Specialist Cardiac Physiologist - Interventional Cardiology

37.5 hours

Reference Number: SHOW/3415

Closing Date: 24 January 2020



Golden Jubilee Foundation

General Information for Candidates

- This information package has been compiled to provide prospective candidates with details of the post and background information about the Golden Jubilee Foundation (GJF).
- The contents of this package are as follows:-
 - Job Description/person specification
 - Terms and Conditions of Service
 - Application Form
 - Equal Opportunities Monitoring Form
 - Information on Agenda for Change
- The Equal Opportunities Monitoring form is required for monitoring purposes only and will not be made available to the interview panel during any part of the recruitment process.
- Please note, to ensure that we adhere to our current policy on Equal Opportunities; CV's received with Application Forms will be destroyed prior to Application forms being passed for Short listing.
- GJF operates a No Smoking Policy on all Premises and Grounds and in shared vehicles.
- All offers of employment will be subject to the receipt of three year's satisfactory References, Occupational Health screening and Disclosure Scotland clearance. Please note that it is an offence under the act for barred individuals to apply for regulated work.
- Please email your completed application to:-

recruitment@gjnh.scot.nhs.uk

- When returning your completed application and any associated enclosures by Royal Mail you must ensure that the correct postage cost is paid. We have been informed by the Post Office that they are retaining those which have been underpaid. This has resulted in completed applications not being returned until after the closing date, and not being included for short listing.
- The short listing process will take place shortly after the closing date.
- As a Disability Confident Leader we recognise the contribution that all individuals can make to the organisation regardless of their abilities. As part of our ongoing commitment to extending employment opportunities all applicants who are disabled and who meet the minimum criteria expressed in the person specification will be guaranteed an interview.
- The organisation has introduced a set of shared values. These values will be measured during our Values Based Competency Interview. Our values are:
 - Valuing dignity and respect
 - A "can do" attitude
 - Leading commitment to quality
 - Understanding our responsibilities
 - Effectively working together

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Terms and Conditions of Service

The terms and conditions applicable to this post are those of all NHS Scotland Employees.

1. Superannuation

You have the option to join the NHS Superannuation Scheme, to participate in the State Earnings Related Pension Scheme or to take out a Personal Pension.

Employees contributions to the NHS Scheme range from to 5.2% to 14.7% of salary (depending on rate of Pensionable Pay) and the employers' contribution equates to 13.5% of salary. Employees in the NHS Scheme are "Contracted-out" of the State Earnings Related Pension Scheme and pay a lower rate of National Insurance contributions. Employees who choose to participate in the State Earnings Related Pension Scheme pay the higher rate of National Insurance contribution. A Stakeholder Pension is also available.

2. Salary

£30,401 to £38,046

3. Grade

This post is offered at Band 6

4. Annual Leave

The annual leave entitlement in a full year commencing 1st April to 31st March is 27 days, rising to 29 days after 5 years' service and 33 days after 10 years' service. There are 8 Statutory and Public Holidays in each leave year. (Pro rata where applicable)

5. Hours of Duty

37.5 hours per week

6. Tenure of Employment

This post is offered on a permanent basis

7. Asylum and Immigration Act 1996

Under the Asylum and Immigration Act 1996, we are required to carry out checks to ensure that all prospective employees are entitled to live and work in the United Kingdom. You will therefore be asked to provide appropriate documentation prior to any appointment being made.

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Benefits

NHS Superannuation scheme:

New entrants to the Golden Jubilee Foundation who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Employee contributions vary from 5.2% to 14.7% depending on annual pensionable pay. Benefits include a lump sum and pension when you retire, life assurance of 2 years' pay - while you are working, pension and allowances for your spouse and children in the event of your death, and benefits for ill-health retirement.

Our pension scheme is provided by Scottish Public Pensions Agency. This scheme is a qualifying pension scheme, which means it meets or exceeds the government's new standards. All benefits including life insurance and family benefits are explained on the SPPA website <http://www.sppa.gov.uk/>

Annual leave entitlement (including public holidays):

35 days annual leave on appointment

37 days annual leave after 5 years

41 days annual leave after 10 years

Free car parking

Continuing professional development opportunities

Discounts at the Golden Jubilee Conference Hotel

Leisure Club membership – Get fit and healthy at the Centre for Health and Wellbeing with a discounted membership rate of £30 per month.

Discounted Room Rates - Rooms rates discounted subject to specific conditions.

Discounted Dining - 20% off food and beverage when dining in the hotel.

Golden Bistro (Hospital Restaurant) - Discounted food in our award winning hospital restaurant.

NHS Staff Benefits

As a staff member in the Golden Jubilee Foundation, you will have access to a wide variety of offers and discounts from local and national businesses using your NHS ID badge. For more information and to view these discounts, visit www.nhsstaffbenefits.co.uk - new offers are added on a weekly basis.

GOLDEN JUBILEE NATIONAL HOSPITAL

JOB DESCRIPTION –

1. JOB IDENTIFICATION

Job Title: Specialist Clinical Cardiac Physiologist (Interventional Cardiology)

Department(s): Cardiac Physiology

Job Holder Reference:

No of Job Holders: 6

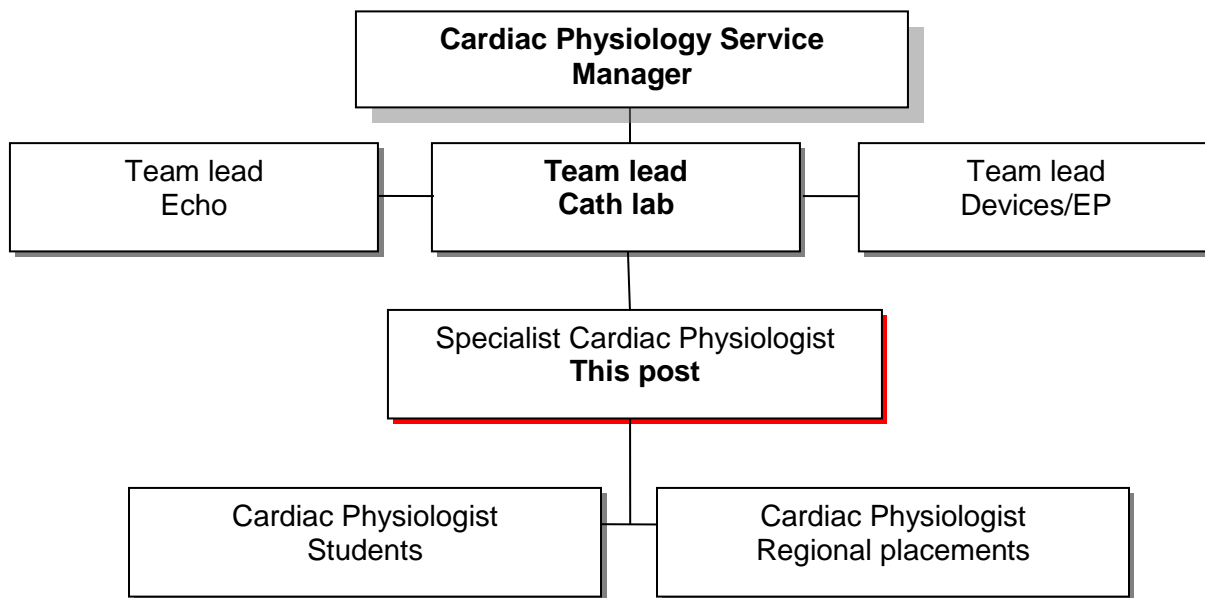
2. JOB PURPOSE

The post-holder is responsible for assisting in the provision of a professional, highly skilled, efficient, high quality diagnostic and interventional cardiac service to patients attending the Golden Jubilee National Hospital. The purpose of this role is to allow assessment and diagnosis of cardiac disorders in cardiac and non-cardiac sourced patients. The post-holder is responsible for providing clinical input and reports on all cardiac investigations in a timely manner in order to support best possible clinical practice and patient care.

As a senior member of staff, this post provides support to the Cardiac Services Manager, Cath lab team lead in the day-to-day management of the service.

This post supports the Cardiac Services Manager/Senior Chief's aims to ensure that there are clear and effective structures and processes designed for co-ordinated decisions that achieve the Board's Health Plan strategy for safe and effective clinical care.

3. Organisational Chart :-
See attached:



4. SCOPE AND RANGE

Service Level:

The post-holder has a senior role in the provision of a highly skilled, professional and efficient cardiac service to all departments within the GJNH and to externally sourced patients as required. As a senior member of staff, and skilled in specialist areas of cardiology, the post-holder will regularly have to prioritise and organise his/her own workload and allocate and supervise, when required, the work of other staff in order to ensure continuity of service and patient care.

Budget:

The post holder will be well aware of budgetary constraints and he/she will be conscientious in providing a high quality service within those constraints.

Be responsible for the completion of his/her own timesheet, and management of his/her time.

Staff:

Direct reports – Provide direction, guidance as well as clinical supervision and tutor more junior cardiac physiologists.

Research and Development:

Will research regularly, and when required, into new and or advanced procedures being developed in Cardiology by use of professional journals, publications, meetings and the Internet Will be required to adapt new standards and or guidelines to provide new procedure and policy for the GJNH on any new, changes or advances in cardiac procedures/investigations.

Participate and provide information/results in clinical trials either in a primary role or assist with clinical trials performed by other clinical departments or other cardiac research centers.

5. MAIN DUTIES/RESPONSIBILITIES

The post-holder is responsible for performing, complex and specialist cardiac investigations on both cardiac and non cardiac patients sourced by the GJNH and is responsible for analysis of the results and the reporting of procedures.

Perform on occasion

Perform and analyse/interpret resting electrocardiograms; routine and complex ambulatory electrocardiograms. Exercise tolerance tests – competent in leading stress tests including evaluation of request and risk managing to ensure compliance with SCST guidelines.

Specialist – main clinical duties and supervisory role for other staff

. Predominantly working in cath lab key roles and responsibilities include:

- Responsible for monitoring patient haemodynamics in the cath lab acting on acute, significant haemodynamic changes and alerting primary operator and other team members ensuring appropriate level of patient care.

- Responsible for the set up, operation, recording and measurements, where appropriate, the following specialised equipment
 - Mainly in emergency – Temporary Pacing Line (TPL), Intra Aortic Balloon Pump (IABP) and Autopulse life support device, recognising significant deterioration in patients condition and peri arrest markers pre empting the need to have the above equipment ready for use.
 - Imaging systems, including Intravascular ultrasound (IVUS) and Optical Coherence Tomography (OCT), competent in recording and providing measurements of data acquired.
 - Pressure wire systems including Abbott/St Jude and Boston Scientific systems to record FFR and CFR. Participate in pressure wire studies, responsible for accurate recording and reporting of measurements.
 - Complex interventional cases including congenital procedures requiring elective and urgent high-speed rotational atherectomy (HSRA), Valvuloplasty, with rapid pacing and device implantation e.g. Atrial Septal Device closure (ASD), Mitraclip, VSD closure and PA/Aorta stenting
- Measurement and analysis of right heart pressures, accurately recording intra cardiac pressures, gradients, valve area with the addition of cardiac output for Pulmonary Hypertension procedures.
- Responsible for efficient and concise reports for all procedures through chronological input of data to measurements, staffing, drugs, balloons, stents, closure devices, specialist equipment and significant hemodynamic events.
- Perform when competent and mainly in emergency situations thoracic echo in cath lab, mainly to assess possible cardiac tamponade/pericardial effusion and cardiac function.
- Participate in 24hour emergency West of Scotland reperfusion service mainly for primary Percutaneous coronary intervention (pPCI) working completely autonomously and called upon to use specialised equipment and measurement listed above. When appropriate responsible for following randomisation protocols for cases suitable to take part in ongoing research studies.

Other duties include:

- Supervising and/or conducting exercise tolerance tests including Cardio pulmonary Exercise Testing (CPET) studies in conjunction with Respiratory department.
- Ambulatory (24/48 hour) ECG analysis, interpretation and reporting of results.
- Overseeing and assisting with training of students in cath lab.
- Switch off of ICD, CRT-D and pacemakers mainly during emergency and transplant cases when on call.
- Take an active role assisting the cath lab team lead to improve and implement changes in cath lab protocols and procedures

Supervision teaching and training will on all of the above – will vary with requirement

- The post-holder will be involved in teaching, providing information and supporting non-cardiac clinical staff in all aspects of diagnostic and interventional cardiology.
- Participate in the induction programme for new staff.
- The post-holder will produce a personal work plan and identify own training needs as required to the Cardiac Cath Lab Team lead .

Computer software: Medical

- MacLab - Operation of catheter lab database, responsible for establishing and reviewing protocols for all Cardiac procedures, training other staff and basic troubleshooting.
- Muse system- Operation of patient procedure management system, the post holder will be responsible for confirming results, analysis of procedures on the database and archiving and retrieving patient results. The post holder will be able to audit clinical results and work activity stats using the data from this system.
- PAS system – Record clinical notes and deliver test results in patient files.
- The post-holder is responsible for recording daily, weekly and monthly workload statistics.
- The post-holder, during Cardiac Cath/Angio procedures, is responsible for recording and assisting consultants in the collection of patient data onto CATHi, the Scottish Cardiac Registers Cardiac Revascularisation Audit system.
- The post-holder must have advanced skills in the use of Microsoft Office XP

7. DECISIONS AND JUDGEMENTS**Professional**

Accountable for own professional actions and reports whilst working within Professional Codes of Practice/Guidelines and policies and procedures.

He/she will work autonomously, supervised only during training and new procedures. The post holder will be expected to supervise/support more junior staff.

Clinical

The post-holder will be expected to advise cardiac and clinical staff on the quality of ECG recording/monitoring, use of equipment and interpretation of results, giving an opinion and advice on action to be taken in order that true and accurate reports are filled in the patient's notes, and planned treatment can proceed or should be delayed until further investigations are performed.

Prior to CPET testing the post-holder must evaluate the patient's general/cardiac status/fitness and decide whether it is appropriate to proceed with the type of stress test requested. If inappropriate it will be necessary for the post-holder to convey this to the respiratory physiologist and patient explaining the reasons why their test has been changed/cancelled.

The post-holder may, often, have to interrupt routine work in order to perform urgent, emergency cardiac investigations during normal working hours.

Policies and procedures

The post-holder is required to implement, review and recommend/develop policies and procedures for Cardiac Physiology and cath lab some of which will impact on nursing and other clinical areas.

8. COMMUNICATIONS AND RELATIONSHIPS

The post-holder must have highly developed communications skills. These must be allied to an accurate knowledge and understanding of the well-established forms of communication in order to provide complex information to highly specialist clinical staff in a knowledgeable and professional manner and convey the same information/results to patients and relatives at a level that can be clearly understood.

The post-holder will demonstrate a balanced and equitable approach to managing difficult situations for

patients, staff and visitors.

Inter-departmental/staff communication

Daily communication, with all levels of staff throughout the organisation in a concise, professional and reasoned manner.

- Communicate findings to cardiac surgeons, cardiologists, other clinical consultants and Intensive care colleagues.

Patients, Carers and relatives

- Communicate to patients the arrangement of appointments and any information relevant to their procedure.
- Instruct patients, at an appropriately pitched level, what to expect during their investigations and why. In this manner also to actively encourage their co-operation in order to achieve the best possible outcome/results from their test/procedure.
- Persuade patients, often post MI or with IHD, to perform exercise on a treadmill in an attempt to induce symptoms and ECG changes.
- Communicate to non-English speaking patients through an appropriate interpreter and respect any cultural or religious requirements.

9. PHYSICAL DEMANDS OF THE JOB

Clinical – Moving and handling

On a daily basis be required to position and maneuver patients in order to optimise test information. The post-holder may have to perform cardiac investigations on obese, difficult to manage and/or unhygienic patients. Because of the very nature of some of the higher risk clinical procedures the post-holder can be exposed to highly distressing and exceedingly emotional circumstances.

An allocation of up to one hour is normal for complex/difficult studies. A further 5 -15 minutes of concentrated mental effort is required for measuring, and calculating results in order to compile a full comprehensive report.

Required to wear protective lead coat during coronary angiograms and interventional sessions on an average of 8 hours per session with a minimum of four days per week being performed.

Attend mandatory training and ensure safe use of equipment such as Air cylinders for HSRA, Auto pulse IABP and expensive portable imagining machines e.g. OCT

Risk

All clinical and administrative tasks require the post-holder to be in front of VDU's of differing size and quality.

The post-holder is frequently exposed to blood and body fluids during cardiac catheterisation.

During all cardiac investigations the post-holder will be expected to take precautions and adhere to Risk and Infection Control policies/guidelines in order to minimise the risks of injury and/or cross-contamination/infection both to themselves and other patients.

Administrative

The post-holder requires good keyboard skills for using Office XP and medical software packages to input data, update clinical notes and type up results of procedures.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

The most challenging aspect of the post is to provide highly accurate diagnostic analysis and be

responsible for the reporting of same particularly as in the course of his/her procedures the post-holder will often obtain findings that are new, acute or indeed in conflict with those that are contained in the patient's referral.

Participating in the 24/7 OOH on call roster and varied shift patterns in the cath lab to meet the needs of the service. Often required to work flexible and additional hours to meet activity demands including waiting list initiatives.

Other clinical staff for advice and opinion often calls upon the Cardiac Physiologist's specialist diagnostic skills and knowledge in cardiology.

The most difficult part of the job is time management as circumstances change during the working day according to the needs and priorities of the patients and other clinical staff or departments.

The post-holder will be expected to use empathy and persuasion to achieve a positive result for the patient to optimise test results.

11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

Essential:

- Clinical Physiology Degree or equivalent level in E,T&K (BTEC/HNC + Specialist courses)
- Immediate Life Support (ILS) accreditation.
- At least four years in service training having gained a complete knowledge of all diagnostic Cardiac procedures.
- Proven CPD in Cardiology

Desirable:

- Member of Society Cardiac Science & Technology (SCST).
- Accepted onto the Voluntary register for State Registration.
- ASCST accreditation.
- Excellent presentational skills – and will be expected to make presentations to other cardiac physiologists and at professional meetings.

12. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Date:

Head of Department Signature:

Date:

Recruitment Person Specification

Band 6 Specialist cardiac physiologist (interventional cardiology) – Catheter lab

	Essential	Desirable
Qualifications/Training	1. Cardiology degree or equivalent basic level of qualifications (HNC part 1 ASCST)	6. Cardiology Degree Proven CPD in cardiology working at band 6 level
Experience	2. Significant experience in cardiology tests/procedures at this level. Working autonomously	7. Working at band 5/6 with interventional (cath Lab) experience desirable for this post.
Skills/Knowledge	3. Sound evidence based knowledge of cardiology procedures including ETT and basic pacing and Echo. Skilled in interpretation of basic cardiology investigations	8. Good back ground in cardiology. Pacing and or Ultrasound skills are desirable for this post. Good teaching skills and ability to mentor other staff.
Additional job requirements Eg. car driver, unsocial hours	4. Flexible working pattern required to work shifts to suit service needs.	9. Given professional presentations or the desire to do so.
Any other additional information	5. Once completely competent in all cath lab equipment and procedures and able to work autonomously in the lab – take part in OOH on call roster	10. Demonstrated record of good team working in a multidisciplinary environment