

Golden Jubilee Foundation

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

Recruitment line: 0800 0283 666

Dear Candidate

POST: **Highly Specialist Cardiac Physiologist Cardiac Devices /
Interventional Cardiology**
HOURS: **37.5**
CLOSING DATE: **27 September 2019**

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

**Highly Specialist Cardiac Physiologist Cardiac Devices /
Interventional Cardiology**

Hours – 37.5

Reference Number: SHOW/3326

Closing Date: 27 September 2019



**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

£37,570 to £44,688 per annum (pro rata where appropriate)

3. Grade

This post is offered at Band 7

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 (minimum 30 hours)

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: Highly Specialist Cardiac Physiologist in Electrophysiology/Devices and Cath lab

Department(s): Cardiac Physiology

Job Holder Reference:

No of Job Holders: 2

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.

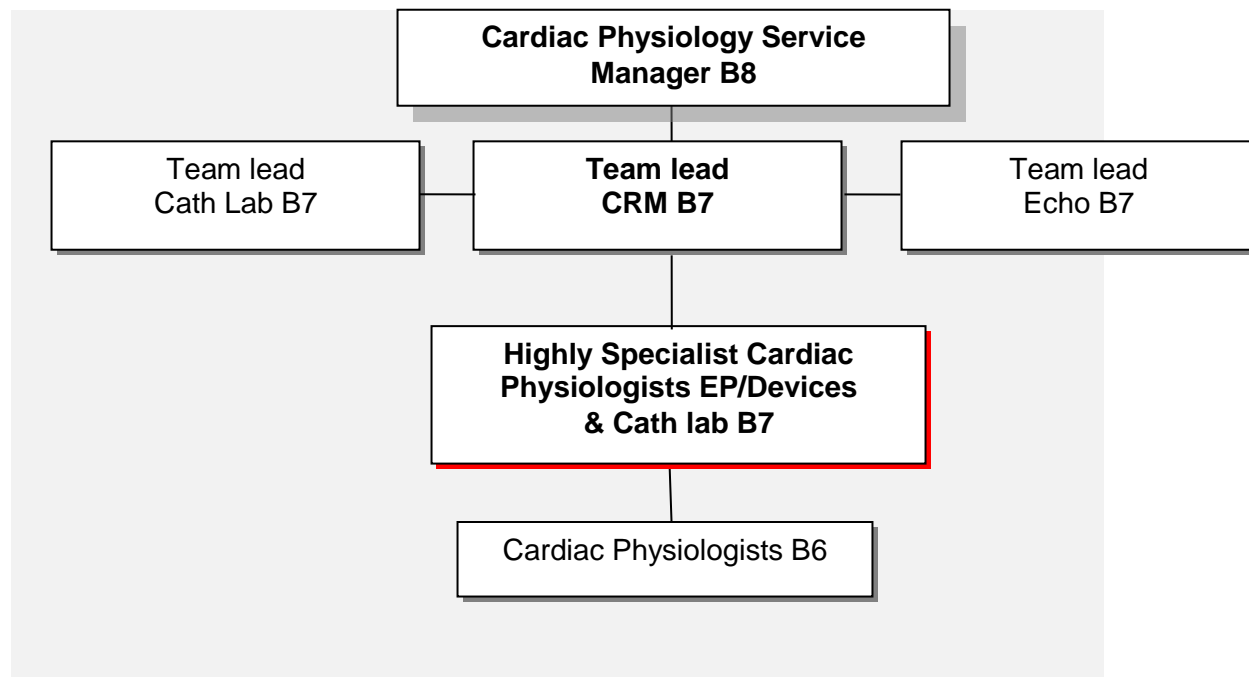
The post holder is required to work as an autonomous consultant practitioner in Electrophysiology (EP) and or Devices including Radiofrequency Ablation (RFA), Implantable Cardioverter Defibrillators (ICD) and Cardiac Resynchronization Therapy (CRT) Devices, Pacemaker implant and follow up.

This post supports the Cardiac Physiology Service Manager/Consultant Practitioner in the management and delivery of the service.

This post directly supports the Cardiac Physiology Service Manager'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.

This post will be line managed by the CRM team lead with direct input on operational and E&T requirements from the cath lab team lead in order that staff are allocated appropriately based on their skills set and service needs.

3. ORGANISATIONAL POSITION – see attached chart.



4. SCOPE AND RANGE

Service Level:

The post-holder has a key 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 highly skilled in specialist areas of cardiology, the post-holder will have to prioritise and organise his/her own workload and supervise the work of other staff in order to ensure continuity of service and patient care.

The post holder contributes to the training and supervision of both physiology and medical staff within electrophysiology and contributes to the technical work of the Department at a supervisory level.

The post holder has a dual role in the provision of highly specialist interventional cardiology services:

Implantable cardiac devices - The post holder will perform and report on highly complex Implantable Cardiac Device implants including Implantable Cardiac Defibrillators (ICD); Cardiac Resynchronization Therapy - Pacemaker (CRT-P) Cardiac Resynchronization Therapy – Defibrillator (CRT-D)

The physiologist must, through training and formal examination, reach at the same level of proficiency as the specialist representatives of the device manufacturers and maintain competencies for approved companies.

The post holder will perform and report on the follow-up and interrogation of complex implantable devices. The post holder will insure that adequate provision and stock levels of required devices, implanted leads and other consumable items for device implantation (including sheaths, guide wires, left heart cannulation kit, venogram balloons, stylets, etc) is available for individual patients and implant lists.

Electrophysiology – Only those trained and competent to autonomous practitioner level in this highly specialist field are expected to meet the EP element of the job description. (EP) studies including 3D anatomical mapping and interventional procedures using Radiofrequency Ablation. The physiologist is responsible for providing technical and clinical support to the Cardiologist ensuring accurate and safe working practices and provides detailed reports including analysis and 3D anatomical pathway mapping on all procedures.

Catheter lab - Only those trained and competent to autonomous practitioner level in this specialist field are expected to meet the cath lab element of this job description.

Budget:

Contribute to the financial planning of the department. Will contribute to financial and costing information for the service manager in particular for individual highly complex device implants.

Will contribute to ordering high cost devices and stock management and will assist in identifying areas of cost pressure and potential cost savings.

Will liaise and negotiate technical support and stock directly with individual manufacturers ensuring the most appropriate device/equipment is available at an agreed cost and within budget constraints.

Be responsible for the completion of his/her own timesheet, recording on-call duty and management of his/her toil time.

Be responsible for high cost equipment such as EP workmate System, Navex 3D anatomical mapping system, implanted devices such as ICD/CRT/Pacemakers (costing up to £15,000 per device)

Staff:

Direct reports – Provide direction and guidance as well as clinical supervision and training to all other cardiac physiologists and locum staff.

In the absence of the team lead for these services may be required to provide guidance and leadership in the

day to day running of the Electrophysiology and Device services to physiology and junior medical staff in EP or Devices.

Research and Development:

Will research regularly, as 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 to provide new procedure and policy for the GJNH on any new or changes/advances in cardiac procedures for example: the new development of 3D and Electrophysiology mapping systems and the adoption of new implantable cardiac device technologies.

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

Will have the ability to perform highly specialist electrophysiology procedures and may include highly complex Device Implants and report in detail information required during research studies. As a national centre for Cardiology will assist device manufacturers in the launch, initial assessment and validation of new implantable devices from the initial auditing through to research into new device technologies effectiveness, resulting in frequent publications.

Will be an advanced user of EP and or Device information systems and will assist in the provision of regular audit and activity reports to the service manager.

5. MAIN DUTIES/RESPONSIBILITIES

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

Perform on occasion, mainly in the absence of more junior staff - rarely

Will be required to maintain competences in and perform and analyse when necessary resting electrocardiograms; routine and complex 24hour ambulatory electrocardiograms; 24hour ambulatory Blood Pressure.

Complex clinical duties – (applies to combined cath lab post only)

Cath lab (approx 60%) - key roles and responsibilities include:

Responsible for monitoring patient haemodynamic in the cath lab acting on acute, significant haemodynamic changes and alerting the 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 emergencies - TPL, IABP and Autopulse, recognising significant deterioration in patient's condition and peri arrest markers pre-empting the need to have the above equipment ready for use.

Intravascular ultrasound systems, mainly IVUS and OCT, competent in recording and measurements.

Pressure wire systems such as St Jude and Boston Scientific 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 HSRA, Valvuloplasty with rapid pacing and device implantation e.g. ASD closure, Mitraclip, VSD closure and PA/Aorta stenting

Measurement and analysis of right heart pressures, accurately recording intra cardiac pressures, gradients and 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 including; measurements, drugs, balloons, stents, closure devices, specialist equipment and significant hemodynamic events.

Perform mainly in emergency situations a thoracic echo in the cath lab, mainly to assess possible cardiac tamponade /pericardial effusion.

Participate in 24hour emergency WOSRPS service mainly for PPCI working completely autonomously. May be called upon to use some of the specialised equipment and measurements listed above. When appropriate responsible for following randomisation protocols for cases suitable to take part in ongoing research studies.

Complex clinical duties on occasion.

Diagnostic analysis for suitable lead placement and generator programming during single and complex dual chamber pacemaker implantation and on occasion for implant of highly specialist bi-ventricular and cardioverter defibrillator pacemakers.

'CP led' pacemaker follow up, assessment and reprogramming of the above pacemakers in order to optimise pacemaker function for patient's cardiac, general status and safe care.

Highly Specialised – clinical duties of this post -Independent Practitioner in EP and or Cardiac Devices

He/she will require a detailed knowledge and understanding of electrophysiology and its use in evaluation of cardiac arrhythmias.

EP physiologist only - A detailed knowledge of the anatomy, physiology and pathophysiology of the cardiovascular system.

A detailed working knowledge of electrophysiology mapping and 3D mapping systems through technical knowledge and skills in adjusting various controls and using highly specialised electrophysiology systems.

Develop and perform electrophysiology studies in accordance with national guidelines.

For example:

Electrophysiology is the primary diagnostic tool in identifying complex cardiac arrhythmias. It is the role of the physiologist to operate the EP systems and report to the physician any changes or problems. They will also generate reports on highly specialist procedures for archiving. This applies to the assessment of cardiac arrhythmias such as Ventricular Tachycardia (VT), Atrio Ventricular Re-entry Tachycardia (AVRT), Atrio Ventricular Nodal Re-entry Tachycardia (AVNRT), Accessory Pathways, Atrial Flutter, and Atrial Fibrillation amongst others. They will be aware of the importance of mapping procedures to localise appropriate sites for radiofrequency ablation and the subsequent consequences/complications (e.g. Complete heart block).

The physiologist through complex external pacemaker programming will be responsible for the initiation of life threatening cardiac arrhythmias and also termination by the appropriate treatment such as Defibrillation and Anti-tachycardia Pacing.

He/ She will require a detailed knowledge and understanding of ICD, CRT-P, CRT-D and Pacemakers and their use in the treatment of Brady/ Tachy arrhythmias and Heart failure. A detailed knowledge of individual manufacturer's device algorithms and treatment options. Experience and knowledge of device troubleshooting. Experience and understanding of implant procedures and the techniques to initiate Ventricular Fibrillation in the determination of Defibrillation Testing (DFT's). The use of complex device programming of ICD/CRT-D parameters to initiate and terminate cardiac arrhythmia VT/VF. Will have the appropriate knowledge and skills to program the implanted device so that the appropriate therapy is delivered to the patient when it is required.

Be able to interpret radiographic images to determine whether device leads are in appropriate positions and secured to the myocardium.

Work closely and liaise with Cardiologists regarding patient investigations, reports and planning of patient care. For example the completion of records and device testing so that the physician is satisfied the implanted device is working correctly prior to patient discharge and the communication of information regarding the implants to the patients follow up centre.

Supervision teaching and training and

- Specialist teaching, training and the supervision of other staff in EP and Devices, including training plans and supervision of log books
- 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 training needs as required to their team lead/ Services Manager.
- Cath lab element only - Take part in the OOH Rota for Interventional Cardiology

9. PHYSICAL DEMANDS OF THE JOB

Clinical – Moving and handling

On a daily basis be required to position and manoeuvre 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.

Mental and physical

Because of the very nature of some of the higher risk clinical procedures the post-holder will be exposed to highly distressing and exceedingly emotional circumstances.

The physiologist may be called to switch off devices on patients that are deceased or are having life support switched off. On occasion may be called to the hospital morgue to switch off devices prior to safe removal. Movement of unwieldy and heavy pacemaker programmers between locations and programmer trolleys theatres and patient's bedside whilst at all times trying to protect the patient's dignity.

Excessive, long, periods of intense concentration during highly complex EP procedures leading to mental and physical fatigue. Long periods of standing in theatre while wearing lead coats, during implant procedures and prolonged cath lab procedures leading to fatigue.

An allocation of four hours + for highly complex/difficult EP studies is not uncommon requiring intense mental concentration at all times and cannot be interrupted.

Implantation of devices in theatre can range from one hour for a pacemaker to three hours for a CRT device.

Cath lab – up to several hours for complex interventional coronary and congenital cases.

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 interventional procedures, pacemaker/device implants and performing tests on post-operative patients.

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 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.

Assist in the provision in Audit of section activity/workload in EP/Devices.

Input data into the national Device Database (NICOR) ensuring patient records are accurate and up-to-date.

Contributing to planning of service development of the department but mainly in the EP/Device services.

Ensuring adequate hardware and accessories in cooperation with manufacturers.

Appointing patients and organising patient admissions ensuring sufficient resources are available to keep waiting times to a minimum and the prioritisation of urgent, emergency implant and follow up case.

Liaise with administration staff regarding scheduling and prioritizing of patient procedures, e.g. DFT testing, appointments for CRT Optimisation.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

The post holder will provide highly accurate diagnostic analysis of all cardiac investigations and be responsible for reporting and when required acting on the results. In particular when performing the various tests 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 notes. The post holder may have to make clinical decisions relating to changes in therapy for the patient in relation to changing the programmed parameters of a device. The post holder may have to interpret highly complex information and make decisions in real time regarding that information. Such as interpretation of complex electrograms during RFA's to prevent complications such as complete heart block occurring and communicating that information to the cardiologist and other staff at the time it is happening, decisions have to be processed and communicated at the same time.

For example: changing the programmed tachyarrhythmia therapies (shock and pacing therapies) on an ICD to compensate for failed interventions required for Ventricular Fibrillation/tachycardia. Also changes in electrical activation during highly complex EP studies may require immediate termination of Radiofrequency Ablation.

The most difficult part of the job is time management and managing the expectations of other staff as circumstances change during the working day according to the needs and priorities of the patients and other clinical staff or departments. Ensuring that tests/procedures go ahead as planned in light of short notice changes to clinical priorities and to ascertain whether sufficient equipment is available to proceed and to discuss this with the cardiologist.

Also, difficulty arises from the constant requirement to switch between the two main areas of the post (EP/Devices and or cath lab) at short notice, as these areas require different highly specialised skill sets and experiences.

For example undertaking complex EP cases and then proceeding immediately to dealing with an ICD which has been shocking a patient, requiring the device to be interrogated and very possibly re programmed.

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

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

ASCST/ MSCST accreditation or equivalent experience, training and knowledge in cardiology and cardiac pathology.

Clinical Physiology Degree or equivalent level (Higher National Certificate in Physiology, SCST accreditation + Specialist courses)

Relevant Masters Degree or equivalent – North American Society for Pacing and Electrophysiology (NASPE)/ International Board of Heart Rhythm Examiners (IBHRE) accredited.

Intermediate Life Support accreditation from Resuscitation Council (U.K.)

At least six years in service training having gained a complete knowledge of all Cardiac procedures.

A further minimum of 3 years experience as a Senior Physiologist.

A further 2 years as an autonomous practitioner and highly specialist physiologist with knowledge and skills in EP and or ICD/CRT/Pacing

Device physiologist only - Specialist accredited courses/ training to enable solo implanting (by maintaining required log books and signing off by manufacturers (to the same competency as their own representatives and Consultant Cardiologists for each manufacturer (requires significant investment in time and resources) – will take up to one year to complete.

Excellent presentational skills – and will be expected to make presentations on complex cases/procedures to other cardiac physiologists, medical staff and professional bodies in specialist areas (EP and Devices) at conferences both internally and externally.

Accepted onto the voluntary Register of Clinical Cardiac Physiologists.

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

Highly specialist cardiac physiologist B7 Cardiac pacing/Cath lab

	Essential	Desirable
Qualifications/Training	1. Cardiology degree or equivalent level of qualifications and significant experience as an autonomous practitioner in cardiac devices/pacing. Solo practitioner during implant of complex cardiac devices or working towards sign off.	6. IBHRE/NASPE or HRUK accreditation Background in complex angiography and complex right heart diagnostic interventional catheterisation procedures. Proven CPD in cardiology.
Experience	2. Background working as an autonomous complex Device physiologist in cath lab/theatre and follow up clinics including CRT.	7. Use of complex equipment during complex interventional angiography
Skills/Knowledge	3. Sound evidence based knowledge of cardiology procedures. Skilled in Device implantation and follow-up.	8. Strong back ground in cardiology. Good teaching skills and ability to mentor other physiology/medical staff in device implantation and follow-up. Coronary anatomy and diagnostic imaging
Additional job requirements Eg. car driver, unsocial hours	4. Flexible working pattern required to work shifts to suit service needs. Shown innovation in order to improve and or develop the Device service. Required to take part in the WOSRPS on call roster. Good admin/PC skills.	9. Previous background in providing on call
Any other additional information	5. Demonstrated record of good team working in a multidisciplinary environment. Show initiative in dealing with competing demands within the two specialist areas.	10. Experience in R&D would be advantageous for this post