

Consultant Healthcare Scientist (Respiratory Physiology, Sleep & NIV)

Job Description & Person Specification –

A summary of the role responsibilities and person specification

Why Our Trust?	
<p>Terms and conditions</p> <p>Post – Consultant Healthcare Scientist (Respiratory Physiology, Sleep & NIV)</p> <p>Division – Medicine</p> <p>Department – Respiratory Medicine</p> <p>Band – 8D</p> <p>Salary –</p> <p>Location – Sleep Service</p> <p>Annual leave – Up to 33 days dependant on NHS Service</p> <p>Pension – The NHS Pension Scheme is a defined benefit scheme. Further details and outline of benefits can be found at: www.nhsbsa.nhs.uk/pensions</p> <p>Job Purpose</p> <p>As the Consultant scientist within the department, the post-holder will work to strengthen the input into improving care and outcomes for patients in a variety of clinical settings. As an expert in their clinical area, the post-holder will significantly contribute to the development of practice, skills and roles within their specialty. The post-holder will -</p> <ul style="list-style-type: none"> • Be an expert resource, educator, teacher and leader within the department working across multidisciplinary teams to bring about improvements in the care and treatment outcomes. • Ensure the development of strong links with universities and professional bodies to enable the development of educational and training programmes (Apprenticeships, STP, HSST etc) for all staff within and out with the specialty, and where appropriate deliver and support those staff undertaking further training. • Working with the clinical leads for Respiratory, Sleep and NIV co-ordinate the development of research and audit within the department to ensure that all clinical staffs have opportunities to undertake audit and research and are supported throughout, and support those undertaking dissertations as part of their personal development. 	<p>About us</p> <p>Our mission is to improve the health of the people we serve by delivering exceptional care, teaching and research every day.</p> <p>What you'll love about working here</p> <p>We are outstanding! The CQC rated the organisation as Outstanding for services being caring and well-led. The Trust was the first in the country to go from Requires Improvement to Outstanding in 2017, and is now the first to do this and then retain this rating. The Trust is currently one of only seven in the country to have been rated Outstanding twice, and one of only three general acute Trusts to achieve this.</p> <p>A digital exemplar- Being appointed as a Global Digital Exemplar means we can realise this vision by implementing digital technologies that will help us to transform the way we work and how we relate to our colleagues, patients and partner organizations.</p> <p>Sustainable healthcare - We have joined the international movement to declare a climate emergency, recognising the impact climate change is having on the world. Climate change is labelled as the greatest threat to health in the 21st century, with a range of conditions related to heat, cold, extreme weather and air pollution predicted to rise. To lead the way in healthcare the Trust has set ambitious goals to become carbon neutral by 2030.</p> <p>Access to further opportunities with the Trust - Apprenticeships are a great way to learn and earn on the job. UH Bristol and Weston provides a range of apprenticeships to support a huge number of career opportunities in clinical and non-clinical support services with apprenticeships starting at level 2 through to level 7. As an organisation we encourage further development of all employees to progress upward within their chosen field.</p> <p>Diversity & Inclusion</p> <p>A core principle of the Trust is to ensure that patients and staff are treated with dignity and respect. Promoting equality, diversity and human rights and challenging any form of inequality, discrimination, harassment or abuse are central to the Trust's Values.</p> <p>'Committed to inclusion in everything we do' is the ambition set out in the Trust's Workforce Diversity & Inclusion Strategy.</p> <p>The Trust will not tolerate discrimination, harassment or bullying under any circumstances and particularly because of a characteristic protected by the Equality Act 2010.</p>

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Main Duties and Responsibilities	Organisational Structure
<p>Consultant Clinical Scientist Service Provision</p> <ul style="list-style-type: none"> • Works within multidisciplinary teams to promote a unified and consistent approach for the provision of the best services to patients based on national and international standards, and achieved through effective communication. • Triaging referrals as appropriate, interpretation and reporting of investigations and provision of advice on the next stage of clinical investigation, and as appropriate, directing/initiating the next stage of clinical management, including requesting further tests. • Provides highly specialized advice and guidance for both routine to highly complex patients, their carer's and other service users on the range of clinical investigations and specialized care programmes and their appropriateness to specific clinical problems. • Provides highly specialized outpatient clinic services in lung function, sleep and NIV services, which includes assessing, initiating and evaluating treatment regimens, long-term follow-up, communicating with and instructing/advising medical and non-medical staff. • Analyses and actions highly complex clinical information where there are differences of opinion or there is missing information and communicates this to medical and non-medical staff and/or patients and/or their carers as appropriate. • Communicates effectively with patients and, where appropriate their carers across the age spectrum and in a way that promotes understanding and motivation, and where there may be significant barriers to communication and understanding. <p>Service Provision & Development</p> <ul style="list-style-type: none"> • Develops specialized clinics for the assessment and management of complex patients with sleep and/or breathing disorders, and where the options for assessment and management may require exploration of a range of options that may change over time, ensuring that this is carried out in line with local and national commissioning processes and following Trust procedure regarding service developments as appropriate 	<pre> graph TD A[Head of Nursing] --> B[Consultant Clinical Scientist] </pre> <p>Key Relationships</p> <p>Lead Consultant Physician – Adults Lung Function, Sleep & NIV Services Lead Consultant Physician – Paediatric Lung Function & Sleep Services Speciality/Operations Managers Consultants in Respiratory Medicine and other relevant specialities Clinical Physiologists within Sleep & NIV and Lung Function Physiotherapists within NIV Senior nursing or allied health professional/health care science staff in relevant wards and departments</p>

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- Provides expert advice and guidance on the application of treatment regimens and the on-going evaluation of new therapeutic strategies.
- Responsible for the long-term planning, formulation and implementation, of a broad range of complex to highly complex assessment and therapeutic techniques within Respiratory Physiology, Sleep & NIV services, which take into account the overall aims and policies of the services, national strategies and guidelines and, which may impact across other departments or services.
- Responsible for, in conjunction with the relevant clinical teams for, the selection and procurement of equipment for clinical Respiratory Physiology, Sleep & NIV services and supporting the planning and implementation of capital/lease expenditure of these services, ensuring that this is carried out in accordance with procurement regulations and the Trusts standing financial instructions.
- Responsible for the implementation of local and national/international policies, programmes and guidelines in clinical areas for the quality assured best practices within measurement, assessment and application of therapeutic regimens, and for new service developments within the field of clinical Respiratory Physiology, Sleep & NIV.
- Responsible for information systems used for clinical and research purposes within Respiratory Physiology, Sleep & NIV, ensuring these are maintained within the policies and guidance of the Trust, e.g. EncoreAnywhere, Domino Sleep System, nSpire database and that they meet the needs of the department in terms of supporting management and recording of patient care pathways and year of care tariff arrangements
- Development of and planning of short and long-term workforce and training plans for the Trust relating to healthcare scientific staffs at undergraduate (PTP/Apprenticeship) and postgraduate (STP & HSSST) levels, within the Modernising Scientific Careers framework, for Respiratory Physiology, Sleep & NIV, and through liaison with higher educational institutes.

Research & Audit

- Working in collaboration with the Specialty leads for Respiratory, Sleep and NIV and to co-ordinate the planning, co-ordination, development and organisation of research and a portfolio of research programmes with emphasis on Respiratory Physiology, Sleep & NIV within a broad range of respiratory and non-respiratory diseases. This includes research studies, service evaluation and clinical audit.

- Collaborating with other NHS and University departments within and outside of the Trust, and with commercial industry, to initiate, develop and conduct scientific and clinical research.
- Undertakes scientific, translational and clinical research into the assessment and treatment of patients with disorders of the lungs and respiration, and where appropriate other relevant organ systems.
- Supervises and supports the development through to completion of research programmes of scientific, allied healthcare professionals, nursing and medical staff attached to Respiratory Physiology, Sleep & NIV services, including ethics submissions, data analysis planning and submission of work for publication.
- Secures, through grant applications, funding to support research programmes within the Respiratory Physiology, Sleep & NIV.
- Sets, holds and authorizes expenditure, and is accountable for expenditure from research budgets allocated and secured for each research project/programme for which responsibility is held, including capital and non-capital equipment, consumables and researcher/participant expense claims.
- Responsible for the selection and procurement of capital and non-capital equipment and associated consumables related to research projects/programmes.
- Responsible, as line manager, for the recruitment and day-to-day management of research staffs employed through research contracts within Respiratory Physiology, Sleep & NIV.
- Responsible for information systems for research purposes within Respiratory Physiology, Sleep & NIV, and ensures these are maintained within the policies and guidance of the Trust, and within the requirements of the approving ethics committees.
- Regularly creates and manipulates data for statistical analysis of research and audit data either from directly recorded data or from data compiled on other computer systems, and which requires additional calculations and/or graphical presentation.

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<ul style="list-style-type: none"> Responsible for the local implementation of standard (local and national/international) policies and guidelines in research areas for the best practice within measurement, assessment and application of therapeutic regimens, and for new service developments within the field of clinical Respiratory Physiology, Sleep & NIV. Providing support and advice to medical and non-medical staffs on the technical and scientific aspects of proposed research into clinical respiratory physiology, sleep or associated disciplines. 	<ul style="list-style-type: none"> Providing training in research methodology within clinical Respiratory Physiology, Sleep & NIV to medical and non-medical staffs in the Department of Respiratory Medicine, including data analysis, ethics submissions etc
<p>Educational Activities</p> <ul style="list-style-type: none"> Teaching of Respiratory Physiology, Sleep & NIV to graduate and undergraduate students as part of nationally recognized training programmes (STP, Apprenticeships etc) Providing training in respiratory physiology and sleep services for multidisciplinary in-house staff working within and out with respiratory services within the Trust. Teaching and lecturing to multidisciplinary staff (e.g. university students, physiologists and scientists, junior medical staff, nursing staff, managers, members of the public, patient groups) within and out with the organisation Participation in the education / training and development / assessment programmes of national professional bodies, schools and higher educational institutes within respiratory physiology and medicine, sleep and NIV Developing and planning short and long-term workforce and training plans for Assistant/Associate and support workers within respiratory physiology and sleep & NIV, in line with national professional body training programmes and through liaison with higher educational institutes. Identifying and securing funding from internal and external sources, for the training of scientific staffs within the Respiratory Physiology, Sleep & NIV. 	<p>Professional & Personal Development</p> <ul style="list-style-type: none"> Provides expert advice to a range of staff from within and outside the Trust on the practice and application of respiratory technology, investigation and therapies in clinical practice as well as advice on a range of scientific and technological issues within respiratory physiology and sleep. Provide as lead support and advice to clinical physiology staff within Sleep, NIV and Lung Function services to support their professional development and the operational running of these services. Supports and advises Divisional and Trust management on the development of staff through active participation in appraisals, personal and career development plans for junior and senior clinical scientific staffs, and other staff groups within the multidisciplinary team. Supports and advises Divisional and Trust management on Respiratory Physiology, Sleep & NIV services in relation to the implementation of local and national policies, CPD and quality assurance programmes. Provides expert advice and information, within the Trust's guidelines, on respiratory disorders, treatments and new initiatives, to the media, patient groups and other organisations Participates in the activities and initiatives of professional bodies, charitable organisations and other NHS and non-NHS agencies in Respiratory Physiology, Sleep & NIV. Attendance at seminars, regional, national and international conferences and research meetings to present research communications and maintain an up to date awareness of new initiatives and developments within the field.

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Personal Profile - (E) = Essential (D) = Desirable

Knowledge and Experience	Skills and Abilities
<ul style="list-style-type: none"> - Extensive experience in Respiratory Physiology, Sleep & NIV, and the inter-relationships of these to other disciplines i.e. neurophysiology, cardiac physiology etc, and able to provide complex expert advice across specialties (E) - Experience in complex and highly complex advanced specialist tests in Respiratory Physiology, Sleep & NIV (E) - Experience of working with paediatrics and adults patients and their carers (D) - Formal and informal teaching experience to a range of healthcare practitioners, patients and patient groups(E) - Leads service developments and implementation of changes in practice within a multidisciplinary team (E) - Develops service business cases for procurement and implementation of equipment and services (E) - Experience in developing funding applications to local, national and international research organisations (E) - Up-to-date knowledge of relevant research and its application to current practice within Respiratory Physiology, Sleep & NIV (E) - Up-to-date knowledge of relevant clinical guidelines (ARTP, BTS, ERS/ATS, NICE etc) and their application and implementation within Respiratory Physiology and Sleep & NIV (E) - Experience of conducting clinical audit, service evaluation and primary/translational research, and working collaboratively with other disciplines within healthcare (E) 	<ul style="list-style-type: none"> - Able, through written, verbal and visual means to communicate effectively clinical and/or non-clinical information which may be highly complex and/or highly sensitive, to a wide range of individuals or groups of individuals across the age spectrum, and where they may be significant barriers to understanding. (E) - Able to analyse and interpret complex and highly complex data, from a variety of sources and act appropriately in response, where a number of options may be considered. This may require periods of prolonged concentration or intense concentration for advanced procedures and complex analysis of clinical and/or research data. (E) - Able to develop, assemble and adapt equipment to assess or deliver treatments to patients, where required, and where current standard equipment either does not exist or needs adaptation, e.g. lung function testing via tracheostomy. (E) - Able to undertake non-standard advanced invasive and non-invasive test procedures on patients and volunteers either clinically or as part of a research programme. (E) - Able to work within known policies and guidelines (ARTP, BTS, ERS/ATS, NICE etc) making appropriate judgements outside of the procedures when necessary (E) - Able to empathise with patients and/or relatives/carers and effectively manage difficult consultations with appropriate sensitivity, and which may be highly distressing and/or emotional – e.g. end-of-life, rapidly deteriorating condition, emotionally charged conditions or unfit for surgery at pre-operative assessments (E) - Works autonomously and within a multidisciplinary team, supporting other team members as required - Able to prioritise own workload in the face of multiple competing demands (E) - Evidence of inspirational and effective teaching through internal, local, regional and national training courses. (E) - Evidence of previous delivery of service evaluation, research and audit programmes within the discipline - Understanding of governance in relation to clinical care, research & teaching (E) - Experience of supervision, coaching and mentoring of students/trainees undertaking research/development work from BSc to PhD level (E) - Experience of supervision, coaching and mentoring of students/trainees undertaking national training programmes including PTP, STP, Apprenticeship, and professional body training programmes. (E) - Strong presentation skills through the use of e-learning, webinars, and the different modes of learning of the learners (VARK) (E)

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Aptitudes	Qualifications and Training
<p>Strong leadership skills</p> <p>Empathetic</p> <p>Integrity</p> <p>Flexible approach</p> <p>Excellent communication skills</p> <p>Resilience</p>	<ul style="list-style-type: none"> - BSc/BA in Clinical Physiology or an appropriate subject (E) - MSc/PhD in relevant subject with specialist experience (E) - HCPC Registered (E) - Continuing evidence of CPD (E) - ICH-GCP Training (E) - Teaching/Assessor Qualification(E) - Information Governance Training (E) - Statistics Qualification/Training (D) - Interview and Assessment Training (D) - Counselling Course (D) - Staff Management Training (D) - Research Ethics Training (D)

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Transforming Care

Delivering sustainable healthcare services to our patients, which are effective, efficient and driven by excellence, is at the heart of our organisation. Transforming Care is the Trust's overarching programme of transformational change. It enables staff to use a structured approach to continuously improve and innovates their services, strengthen our capability, and deliver our Trust's mission to improve the health of the people we serve by delivering exceptional care, teaching and research, every day.

Our Quality Improvement Academy is open to all staff and leaders across the Trust, and provides training to lead or take part in improvement and transformation activities in their departments and across the Trust. We will support staff to develop the skills and tools to improve services to deliver the best care to our patients and public.

Information Governance

It is the responsibility of all staff to respect the confidentiality of patients and staff, as specified in the Caldicott Principles, Data Protection Act 2018 and the Human Rights Act. It is the duty of every employee to:

- Only access person identifiable information as required in the execution of their duties.
 - Disclose information appropriately, in line with the Data Protection Act 2018.
 - To ensure good quality data by recording, promptly and accurately, clinical and non-clinical information within agreed timescales to PAS, the health record or the appropriate clinical or non-clinical information system
 - Always trace patient notes on the Patient/Administration System
- Maintain the confidentiality of their passwords / usernames and if in possession of a 'Smartcard' abiding by the terms and conditions of its use.

Workplace health and wellbeing

The Trust Workplace Health and Wellbeing Framework applies to all employees, students and volunteers who are encouraged to take responsibility for their individual health and wellbeing and to promote the wellbeing of colleagues. Line managers must recognise the importance of health and wellbeing and take it into account when planning tasks and designing jobs.

Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults, and as such expects all staff and volunteers to share this commitment.

Quality and Clinical Governance

Quality in the NHS has three core dimensions: Patient Safety, Patient Experience and Clinical Effectiveness. Clinical Governance is about the systems, processes and behaviours to ensure that high quality services are provided to patients. Every member of staff has a role to play in striving for excellence: it is important that everyone is aware of and follows policies and procedures that govern their work, and if something goes wrong, everyone has an obligation to report it so lessons can be learned from mistakes. Incidents and complaints, if any member of staff has concerns on any clinical governance matters, they should raise them with their line manager, professional adviser, or a more senior member of management. Reference should be made to the Trust's guidance on Raising Concerns about provision of patient care.

Health and Safety

Under the provisions contained in the Health and Safety at Work Act 1974, it is the duty of every employee to:

- Take reasonable care of themselves and for others at work
- To co-operate with the Trust as far as is necessary to enable them to carry out their legal duty
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for Health and Safety or welfare at work.

Everyone has a responsibility for contributing to the reduction of infections.

Senior Management is responsible for the implementation throughout the Trust of suitable arrangements to ensure the health, safety and welfare of all employees at work and the health and safety of other persons who may be affected by their activities. Where health and safety matters cannot be resolved at Senior Management level the appropriate Executive Director must be notified.

Line Managers are responsible for the health and safety management of all activities, areas and staff under their control. This includes responsibility for ensuring risk assessments are completed and implementation of suitable and sufficient control measures put in place. Health and safety issues are dealt with at the lowest level of management practicable. Where health and safety matters cannot be resolved at a particular management level the appropriate Senior Manager must be notified.