



Your Community
Healthcare Providers



FCMS (NW) Ltd JOB DESCRIPTION

Job Title:	Highly Specialised Cardiac Physiologist (Echocardiography)
Location:	Manchester - M15 4EA, but may be asked to cover other areas occasionally
Hours:	37.5 hours per week
Salary:	Hourly rate £22.37 - £25.60 per hour depending on experience
Department:	Community Diagnostics
Reports to:	Clinical Manager
Accountable to:	The Clinical Head and non-clinical Head of Service

Our 'Why': To nurture an environment of inspiration, innovation and disruption so this people in our world receive exceptional healthcare for this generation, and the next.

Values: Our organisational culture is very important to us, so it is vital that the successful candidate lives and breathes complimentary values and behaviours.

Our behaviours should be in line with our values which form part of our Company DNA:



- **Fun:** People rarely succeed unless they are having fun. Happiness is healthy!
- **Awesome:** We aren't here to be average, we're here to be awesome!
- **Humble:** We're here to make a difference to the lives of others, NOT to see how important we can become
- **Brave:** We challenge the norm. We have the courage to get the difficult jobs done
- **Oomph:** We have natural oomph! It's infectious!
- **Go-getting:** We are intuitive to changing needs and respond quickly which we do with energy, ideas, and positivity





Our key expectations are:

- Self-awareness – Living authentically
- Adaptability- Being ready to adjust depending on the situation
- Openness – What you see is what you get
- Positivity with a real sense of being able to strive for the impossible
- Generosity of spirit- Everyday should be an opportunity to act with kindness
- Ability to have fun – Taking the role seriously, whilst being yourself

Job Summary:

The post holder will be a fully independent practitioner performing and reporting a full range of adult Echocardiograms in a community setting to BSE standards. They will demonstrate clinical leadership and work as part of a multidisciplinary team.

MAIN DUTIES AND RESPONSIBILITIES:

Clinical and Technical

- To independently perform and report adult transthoracic Echocardiograms to current BSE standards.
- Organise and prioritise own daily workload based on clinical urgency.
- Provide a clinical report in a timely manner and inform the referring clinician of any findings that would necessitate a change in clinical management.
- To analyse and interpret complex information using best practice and make autonomous decisions based on the information provided.
- Maintain own CPD and BSE / EACVI accreditation.
- Keep up to date with current developments and advances in Echocardiography and general Cardiology.
- Respond promptly to emergencies.
- To deliver appropriate patient care at all times.
- To establish and maintain good working relationships with all members of the organisation.
- To actively take part in the training and development of staff / trainees.
- To maintain patient confidentiality in line with corporate policy at all times.
- Actively participate in MDT meetings providing specialist knowledge to other echocardiographers and medical staff.
- To ensure that all equipment is in working order and report faults without delay.
- To evaluate and assess new equipment prior to purchase in collaboration with the Echo lead.
- Be aware of and comply with all health and safety protocols as set out by the organization.
- To be aware of the health and safety implications for Echocardiographers in relation to ergonomics whilst scanning and take all necessary steps to minimise injury to oneself.



- Ensure stock levels are adequate to meet service needs.
- The postholder may be required to travel to remote clinical locations (Full UK Driving license is preferable with access to their own vehicle)

Managerial

- Support the Echocardiography lead to ensure delivery of a high-quality and efficient Echocardiography service by proposing and implementing changes to develop and improve service provision.
- To ensure all accidents, incidents and complaints are recorded / escalated appropriately.

Professional

- To work within the standards set by the British Society Echocardiography
- To attend and participate in departmental and Echo service delivery meetings
- Ensure professional regulatory and accreditation requirements are maintained.
- Maintain personal performance and quality standards as agreed in the staff appraisal review.
- Actively maintain own professional development, identifying educational and clinical training needs in conjunction with the head of department.
- Maintain status on either the Academy for Healthcare Science (AHCS) register or Health and Care Professions Council register (HCPC)

Educational

- Ensure personal mandatory training is up to date.
- Actively participate in educational echo meetings
- Attend and actively participate in MDT meetings
- Provide clinical leadership and assist with the educational development of all members within the echo department to ensure delivery of a high-quality echocardiography service.
- To attend Regional and National professional meetings and to feed back any relevant information to staff.
- Attend annual personal appraisal review
- Maintain involvement with professional bodies
- Continue to develop skills and knowledge in Echocardiography, maintaining the accreditation acquired through accredited courses in line with current clinical practice and techniques.
- Participate in resuscitation training to maintain the BLS resuscitation council qualification.

Communication and Administration



- Excellent communication skills
- Have excellent interpersonal skills to manage patient/relative contacts where there may be hostility (e.g. anxious, confused or aggressive patient), or poor understanding (e.g. language, impaired vision or hearing).
- Maintain dignity and respect to all stakeholders
- Respect cultural differences.
- Regularly keep colleagues informed of any occurrences that may impact on service delivery.
- Communicate complicated information effectively within the multi-disciplinary team.
- Excellent IT skills
- Maintain up to date computerised data collection
- To ensure the accuracy and legibility of all collected data.
- Completion of test reports in a timely manner following each patient contact.
- All report filing is distributed at the end of each session.
- Plan workload by making best use of resources available to ensure that waiting times are minimised.

Physical Demands of the Post

The post holder should be:

- Physically capable of maintaining correct posture for long periods of time whilst scanning, moving and positioning of patients and equipment often in a restricted environment.
- Able to deal with distressing and emotionally challenging incidents on a regular basis.
- Concentrating for long periods of time.
- Extended periods of working in a darkened environment.
- Frequent exposure to unpleasant conditions and prolonged periods of concentration.
- Close contact with infectious patients, contact with bodily fluids, vomit and poor hygiene.
- Contact with verbally and physically aggressive patients.
- VDU equipment is used daily for data acquisition, data entry and report writing.
- Safely move and handle patients and/or equipment as required for the role.

Confidentiality

All employees of FCMS NW Ltd must comply with the requirements of the Data Protection Act 2018 and are required to maintain complete confidentiality in relation to patients and other staff members at all times.

No Smoking Policy

All premises are considered no smoking zones except in designated areas.

Health & Safety





To comply with the Health and Safety at Work Act 1974 and with organizational policies governing Health and Safety at Work which requires you to take reasonable care for the health and safety of yourself and others who may be affected by your acts or omissions at work, and to co-operate with the organization on any matters regarding health and safety.

Equality & Diversity

FCMS NW Ltd are positively committed to the promotion and management of diversity and equality of opportunity. Equality and diversity is related to the actions and responsibilities of everyone – users of services including patients, clients and carers; work colleagues; employees; people in other organisations; the public in general. All employees have a responsibility to ensure that they act in ways that support equality and value diversity and must comply with the responsibilities placed upon them by employment legislation and the equality duties.

Safeguarding

FCMS NW Ltd are fully committed to safeguarding the welfare of all children and young people, and vulnerable adults by taking all reasonable steps to protect them from harm. All staff will receive appropriate training and induction so that they understand their roles and responsibilities and are confident about carrying them out.

Infection prevention and control

The prevention and appropriate management of infection is of paramount importance in the quality and safety of the care of patients, and to the safety of visitors and members of staff. It is the responsibility of all staff to be aware of, assess and minimise these risks and comply fully with Infection Prevention and Control Policies. The Health Act 2008 establishes a Code of Practice for the Prevention and Control of Health Care Associated Infections. It sets out criteria by which managers ensure that patients are cared for in a clean environment, with a safe water supply, where the risk of

Healthcare Associated Infections (HCAI) is kept as low as possible. Managers, Heads of departments and Clinical Leaders are responsible for ensuring that:

- The necessary equipment and mechanisms are in place to support infection prevention Template Job Description – October 2020 – Review October 2023 7
- health care workers are free of and are protected from exposure to communicable infections during the course of their work, and that all staff are suitably educated in the prevention and control of HCAI

Data Protection

- To comply with all organizational policies relating to data protection
- Maintain absolute confidentiality and information security in line with Data protection Act 2018 and Computer misuse act.
- Any disclosure of patient identifiable data, staff data or other personal information is a dismissible offence. The unauthorised disclosure of information could also result in a prosecution under the data protection act 2018.





DBS/Disclosure and Barring Service (CRB)

As part of our recruitment procedure this post will be subject to a Criminal Record Disclosure. A Disclosure is a document containing information held by the police and government departments. Disclosures provide details of a person’s criminal record including convictions, cautions, reprimands and warnings held on the Police National Computer. Where the position involves working with children, Disclosures will also contain details from lists held by the Department of Health and Social Care and the Department for Education and Skills (DfE) of those considered unsuitable for this type of work.

The DBS check which will require three forms of valid ID to be produced and verified. The onboarding process is also subject to an Occupational Health check, suitable professional references and eligibility to work in the UK (with the requirement to provide relevant documentation as evidence).

The job description is intended as a guide to the general scope of duties and not to be taken as an exhaustive list and is subject to change over time. This description may be subject to review by the Clinical Lead in conjunction with the post holder.

The organisation is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. You will be expected to fulfil your mandatory safeguarding training at the level applicable to this role.

Disability Confident Employer - As users of the disability confident scheme, we guarantee to interview all disabled applicants who meet the minimum criteria for the vacancy

Person Specification - Echocardiographer

Criteria	Essential	Desirable
Qualifications	BSc in Healthcare Science /Cardiac Physiology or BTEC HNC or equivalent. BSE/EACVI TTE Adult Accredited. AHCS or HCPC Registered.	
Experience	BSE/EACVI TTE Adult Accredited. Will be fully competent in carrying out full study BSE echocardiograms including strain assessments.	Experience in a community-based Echocardiography service. Experience in training.





<p>Technical Skills Competencies</p>	<p>To possess advanced sensory skills, dexterity and co-ordination when using advanced diagnostic equipment.</p> <p>Ability to obtain all cardiac ultrasound views as both described in the BSE minimum dataset on both technically easy and challenging patients, utilising optimal patient positioning and technical skills.</p>	
<p>Knowledge</p>	<p>Will be able to assess normal and abnormal investigations and act appropriately.</p> <p>Will know the national guidelines for good practice for Echocardiography and be able to apply these appropriately.</p> <p>Will be computer literate and understand the application of IT to clinical investigations.</p>	<p>Have knowledge of CIMAR Pacs and System One</p>
<p>Interpersonal skills</p>	<p>Able to demonstrate a high level of written and verbal communication skills.</p> <p>Will be able to work as part of a team but be dynamic and self-motivated.</p> <p>Able to manage time and workload effectively to ensure a high standard of service provision.</p> <p>Able to demonstrate a flexible approach to work duties.</p>	
<p>Other requirements specific to the role</p>	<p>Will be of sufficient stamina and health to be capable of long periods of walking, bending, standing, sitting, moving, handling and positioning of patients and equipment.</p> <p>To be able to carry out frequent and occasionally prolong periods of concentration on information on paper, ultrasound images, graphical and numerical data printouts and VDU screens.</p>	<p>Hold a valid Full UK Driving license with access to their own vehicle.</p>



	<p>Able to manage the need for changes to service and personal workload in order to accommodate urgent / emergency patient care.</p> <p>Capable of dealing with distressing and emotional incidents on a regular basis including working with terminally ill patients and upset / distressed patients or members of staff.</p> <p>Have adequate means of transport in order to get to clinical locations. This may include last minute changes to site location.</p>	
Personal attributes	<p>Model good behaviour and acceptable ways of communicating.</p> <p>Able to challenge unacceptable behaviour.</p> <p>Be forward thinking and willing to participate and initiate change where appropriate.</p>	
Language requirement	<p>Be able to speak English as necessary to undertake the role.</p>	