

Trainee Healthcare Scientist (STP)



Job Title:	Trainee Healthcare Scientist (Respiratory/Sleep)	<i>HR use only</i> Job Reference Number
Report to:	Lead Clinical Respiratory/Sleep Physiologist	
Accountable to:		



Job description

Job Purpose:

- In conjunction with and supported by the designated Training Coordinator/Officer, the Trainee Healthcare Scientist will be responsible for their own progression through the training programme, for completing the learning outcomes as outlined in the Learning Guides, progressing through a mixture of work based competence and experience in NHS scientific departments and undertaking the complementary academic master's programme at the designated Higher Education Institution.
- The post holder will be expected to undertake a range of demanding scientific and clinical functions initially under supervision, as well as occasional duties in response to specific elements of the curriculum.
- A major part of the training and development will take place within a designated organisation (linked to a specific scientific department) and is integrally linked to the knowledge and applied learning that forms part of the nationally commissioned academic master's programme. Post holders will also be expected to undertake mandatory training as deemed necessary by their host department.
- At all times the Trainee Healthcare Scientist is expected to work within standard operating policies and procedures of the host department and NHS organisation and adhere to high standards of professionalism, health and safety, risk reduction, confidentiality, patient care and dignity, and respect for equality and diversity as set out in the NHS Constitution.
- The Trainee Healthcare Scientist (Respiratory/Sleep) will be employed by the host department for a fixed term of three years during which time they will work through a programme of learning comprising initially three months in each of four rotations, one of which to be the specialism which will subsequently be pursued for the remainder of the work based programme.
- This will be combined with an academic programme at master's (MSc) level over the three year programme. The first part of the academic programme will introduce the basic science and theoretical background of the rotational disciplines and their application in clinical science within health as well as providing an introduction to healthcare services and values. The master's degree includes a research project within year 2/3.

Job Statement:

The trainee will undertake the full training programme in order to progress through the modules of the training scheme. In so doing they will learn how to perform and interpret clinical and specialist scientific processes underpinned by theoretical and applied knowledge and practical experience and will learn how to:

- Carry out complex scientific and clinical roles, including those working directly with patients.
- Analyse, interpret and compare investigative and clinical options.
- Make judgements, including clinical and differential judgements, involving complicated facts or situations that impact on patients.
- Initiate and undertake innovation, improvement and R&D and be involved in the education of healthcare science trainees and other learners in the workplace.
- They will be expected to complete all work-based training and assessment alongside the academic master's course to exit the programme with eligibility for registration with the Health and Care Professions Council (HCPC) and use of the protected title of Clinical Scientist. In addition, they will be expected to undertake work-based experience to enable them to communicate complex technical, scientific and sensitive information to colleagues within their department in both verbal and written forms

Organisational Chart

Trust Board including Executive and Non-Executive Directors

Chief Operating Officer, Acute, Ambulance & Director of Estates & Facilities

Director of operations

Care Group Director

Associate Director of Operations

Associate Director of Nursing

Assistant Operations Manager

Matron

Lead Clinical Respiratory/Sleep Physiologist
Respiratory Department Manager

Specialist Clinical
Respiratory/Sleep
Physiologist

Specialist Clinical
Respiratory/Sleep
Physiologist – CD post

STP Student Band 6

Senior Physiologist Band 6 – CDC
post

Student Respiratory/Sleep
Physiologist (BSc) Band 5

Student Respiratory/Sleep Physiologist
(Foundation Degree) Band 5- CDC
post

Student Respiratory/Sleep
Physiologist (Foundation Degree)
Band 4 – CDC post

Physiology Assistant
Band 3 – CDC post

Physiology Assistant
Band 3 – CDC post

Physiology Assistant
Band 3 – CDC post

Clerical
Officer/Admin
Physiology Band 3

1. Communication and Relationships

- Communication and interpretation of complex clinical, scientific and technical information to a wide range of people including clinicians, managers, patients and the public.
- Liaise with senior scientists and clinical users of the service on appropriateness of investigations, interventions and tests.
- Communicate scientific innovation and service redesign.
- Communicate research and development findings in written and oral formats to internal and external contacts.
- Under guidance develops good interpretative skills in the formulation of advice to multi-disciplinary team members on diagnosis and appropriate treatment of patients.
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2. Analysis and Judgement

- Undertake a range of clinical and scientific investigations as appropriate to the role. These may include the processing of blood and other samples, direct clinical measurements on patients, and procedures involving ionising and non-ionising radiation.
- Acquire and maintain a high level of professional competence in the performance of all tests, investigations and measurements carried out.
- Interpret and act upon results of tests, investigations and measurements in accordance with departmental policies, procedures and quality systems.
- Comment and advise on new proposals and protocols, especially for service improvements.
- Assist in the provision of advice to medical, nursing and other healthcare staff on the optimal and safe use of scientific procedures and highly complex equipment, including assisting in the design of new facilities.
- Assist with the procurement, acceptance and use of medical devices and consumables.
- Be responsible for the safe use of complex scientific and medical equipment, including recording all maintenance and calibration procedures performed and any corrective actions undertaken.
- Use reagents, consumables, hazardous materials and equipment safely and in accordance with Health and Safety policies.
- Participate in risk management procedures including risk assessment and the investigation and reporting of adverse incidents.
- Participate in internal and external audit processes and quality systems.
- Undertake R&D within the department as an integral part of training and acquire relevant skills to undertake clinical audit.
- Assist with supervision and training of support staff, students and new appointees, and participate in departmental seminars and scientific meetings to disseminate knowledge acquired through study or research.
- Ability to support patients (or their carers) including those with a range of acute or chronic clinical conditions and disabilities in a variety of healthcare settings.
- Delivery of patient care – experience and contribution in the following areas:
 - Provide support to specialist clinics and specialist treatment interventions.
 - Perform report and interpret a range of investigations undertaken indirectly for or directly with patients within a range of care settings.
 - Specialist care and treatment interventions for patients across the range of clinical pathways and health care settings.
 - Appropriate clinical and scientific advice and interpretation of analytical results.
 - Participate in multidisciplinary meetings.
 - Apply and promote evidence based practice and use of relevant clinical protocols and procedures.
- Ensuring that all equipment used on patients and the public is handled and applied in accordance with health and safety requirements and other national or international guidelines.
- In some specialisms trainees will be involved in the collection and processing of clinical samples from patients.

3. Planning and Organising

- Successfully progress and complete the training and assessment programme in conjunction with the local Training Coordinator/Officer and National School of Healthcare Science to achieve certified competence awarded by the Academy of Healthcare Science.
- Undertake suitable training within the host department and other placements to successfully acquire core competencies and thereafter maintain the required standards of competence when undertaking duties.
- Take responsibility for own learning and development by recognising and taking advantage of all opportunities to learn, including appraisal, supervision, academic course and problem based learning and maintaining a personal portfolio of learning.
- Ensure that own learning needs, identified with the Training Coordinator/Officer and reflecting the requirements of the curriculum, are met.
- Retain sufficient flexibility and adaptability in learning in order to ensure full contribution to improving services in response to changing health care needs.
- Maintain knowledge of recent scientific developments and undertake supplementary training to develop both knowledge and skills.
- Attend mandatory training (both vocational and academic) as required.
- Participate in internal and external assessment processes.
- Contribute to audits to inform patient management and clinical care.
- Contribute to quality audits relating to accreditation and regulation.
- Perform quality assurance, process and outcomes audits relevant to the specialism.
- Develop an audit report and prepare an action plan for any issues that arise from the audit process.
- Contribute to the design of audits to improve the cost effectiveness of the service to patients.
- Maintain standards for health and safety procedures.
- Comply with quality and governance procedures within the department including risk management and risk mitigation.
- Maintain high standards of professional and personal conduct.
- Ensure that patient safety and experience and effectiveness of service are maximised.

4. Information System Use and Management

- Record all patient information on the Patient Administration System (PAS) in a timely and accurate manner.
- Using electronic booking system, ensure timely management of GP referrals is accessible when required for clinical preparation.
- Ensure timely and accurate management of Physiologist specialist information systems such as IRIS, encore, Airview when required.

5. Freedom to Act and Autonomy

- Be responsible for following policies and procedures as defined by the Trust.
- Ability to work autonomously in the planning and execution of their own work and under the guidance of their Departmental Supervisors. Flexibility to acquire the skills to organise, plan and monitor the workload of others.

General compliance:

1. To comply with all Trust Policies and Procedure, with particular regard to
 - Risk Management
 - Health and Safety
 - Confidentiality
 - Data Quality
 - Freedom of Information
 - Equal and Diversity and Dignity at Work
 - Information and Security Management and Information Governance
 - Counter Fraud and Bribery
2. The Trust has designated the prevention and control of healthcare associated infection (HCAI) as a core patient safety issue. As part of the duty of care to patients, all staff are expected to:
 - Understand duty to adhere to policies and protocols applicable to infection prevention and control.
 - Comply with key clinical care policies and protocols for prevention and control of infection at all time; this includes compliance with Trust policies for hand hygiene, standards (universal) infection precautions and safe handling and disposal of sharps.
 - All staff should be aware of the Trust's Infection Control policies and other key clinical policies relevant to their work and how to access them.
 - All staff will be expected to attend prevention and infection control training, teaching and updates (induction and mandatory teacher) as appropriate for their area of work, and be able to provide evidence of this at appraisal.
3. To perform your duties to the highest standard with particular regard to effective and efficient use of resources, maintaining quality and contributing to improvements.
4. Ensure you work towards the Knowledge and Skills Framework (KSF) requirements of this post. KSF is a competency framework that describes the knowledge and skills necessary for the post in order to deliver a quality service.
5. Your behaviour will demonstrate the values and vision of the Trust by showing you care for others, that you act professionally as part of a team and that you will continually seek to innovate and improve. **Our vision, values and behaviours** have been designed to ensure that everyone is clear about expected behaviours and desired ways of working in addition to the professional and clinical requirements of their roles.
6. Perform any other duties that may be required from time to time.
7. Patients come first in everything we do. Every post holder can make a difference to a patient's experience. You will come across patients as you walk around the hospital; we rely on all our staff to be helpful, kind and courteous to patients, visitors and each other.
8. Ensure you adhere to and work within local and national safeguarding children legislation and policies including the Children Act 1989 & 2004 , Working Together to Safeguard Children 2013, 4LSCB guidance and the IOW Child Protection policy.
9. Ensure you adhere to and work within the local Multiagency safeguarding vulnerable adults policies and procedures

This job description may be altered to meet changing needs of the service, and will be reviewed in consultation with the post holder.

Person Specification

Key Skills Required to Undertake this role	On Appointment (Essential)	Foundation Gateway	At 2 nd Gateway (Desirable on appointment)	How this will be measured
Qualifications and role specific Knowledge and experience	<ul style="list-style-type: none"> Applicants must have a 1st or 2.1 either in an undergraduate honours degree or an integrated master's degree, in a pure or applied science subject relevant to the specialism for which they are applying. Applicants with a 2.2 honours degree or better in any subject will also be considered if they have a higher degree that is relevant to the specialism for which they are applying. For all candidates evidence of research experience, e.g. in the form of a higher degree or equivalent evidence of scientific and academic capability, is considered desirable. A committed, in depth interest in scientific practice and its application to direct clinical care of patients in a Ability to design research investigations and experiments. Ability to analyse and assess scientific, technical and medical literature. Ability to make judgements, including clinical judgements involving facts or situations that impact on patients. 			Application, interview

	<ul style="list-style-type: none"> • Understanding of quality control and management assurance in a science or work based context. • Demonstrates values and principles of the NHS Constitution as a whole with a focus on patient centred care • Ability to develop proficiency in the performance of routine and complex techniques currently in use where they are training (ability to follow Standard Operating Procedures accurately) and the ability to develop and validate new techniques. • Ability to identify problems associated with scientific equipment, inappropriate testing, incompatible results and to investigate these, plan corrective action confirming appropriateness with senior colleagues and follow up. • (Ability to use, maintain and troubleshoot scientific equipment.) • Understanding of the role of their chosen specialism in healthcare and disease and its application in a healthcare setting. • Ability to analyse complex information comprising laboratory or workshop data, images and clinical details. Knowledge acquired through study and experience to formulate appropriate advice and judgements. 			
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Physical Skills	<ul style="list-style-type: none"> • Handling case notes and deliveries • Standard Key board skills 			Application
Aptitudes	<ul style="list-style-type: none"> • Flexibility in line with service needs • Self motivated and able to use own initiative to continuously update working practices • Reliable and punctual • Self aware and flexible enough to adopt a range of evaluative or empathising listening styles according to the needs of the listener and the situation. • Demonstrates values and principles of the NHS Constitution as a whole with a focus on patient centred care 			Application, interview
Abilities	<ul style="list-style-type: none"> • Ability to relate and communicate effectively with staff at all levels, both clinical and non clinical • Ability to work to deadlines ensuring quality standards are met • Ability to work independently and as part of a team • Ability to constantly re-evaluate workload and change priorities according to service demand • Good attendance record. • Ability to perform a wide range of duties according to the Job Description • Highly developed co-ordination skills with good dexterity and hand-eye co-ordination and 			Application, interview

	<p>those skills required for the performance of fine analytical techniques.</p> <ul style="list-style-type: none"> • Ability to meet the travel requirements of the training role and the clinical rotations. 			
Communication Skills	<ul style="list-style-type: none"> • Must be able to use a variety of communication methods e.g. email, telephone, face to face tailoring style and approach relevant to the situation • Must remain calm and professional under pressure • Excellent interpersonal and communication skills, both writing and speaking in English language in order to: • Explain analytical, scientific and clinical aspects of the work to a variety of people including scientific colleagues, clinical professionals, service managers and patients and to listen to their needs. • Make formal presentations to groups of colleagues. 			Application, interview

* = State knowledge required in terms of level of competence NOT X years experience, as this is age discriminatory.

When submitting a job description for evaluation, it must be accompanied by a Job Description Risk Assessment form.

SUPPLEMENTARY JOB DESCRIPTION INFORMATION

Post Title: Trainee Healthcare Scientist (Respiratory/Sleep
Ward/Dept and Site: Respiratory Department, St Marys Hospital
Date Completed: 25th January 2022

1. General Information about the post.

Location	%	Location	%	Location	%
Office based	10	Home		Outpatients Clinic	100
Laboratory	80	Kitchen		Community based	
Ward area	10	Stores		Workshop	
In a vehicle	0			Theatre environment	

Indicate below if any of these apply

Location	%	Location	%	Location	%
Isolated locations		Outdoors		Works on their own	5
Works with patients in isolation e.g. in their own home		Works with patients – assistance is accessible.		Required to be in a building on their own for periods of time	5
Working hours					
Full time	✓	Part time			
Office hours	✓ Long days	Hours worked as a shift		Hours worked at night	
Concentration and Levels of Interruptions					
Required to concentrate for long periods of time	✓	Required to concentrate for short periods of time			
Interruptions throughout the day		Constant	✓	Occasional	

All criteria require a indication of whether the post holder will be expected to work in or be directly exposed to the following factors. Please use the comments box to provide details including frequency (e.g. how many times per shift)

2. Working Conditions	Frequency				
	Certain	Likely	Possible	Unlikely	Rare/Not at all
Working in bad weather e.g. when it is windy or/and raining.					✓
Excessive temperatures			✓		
Unpleasant smells/odours	✓				
Noxious fumes					✓
Excessive noise &/or vibration					✓
Use of VDU more or less continuously	✓				
Unpleasant substances/non-household waste			✓		
Infectious Material/Foul Linen				✓	
Body fluids, faeces, vomit, blood	✓				
Dust/dirt				✓	
Humidity				✓	
Contaminated equipment or work areas		✓			
Driving/being driven in normal situations					✓

Driving/being driven in emergency situations					✓
Fleas or lice				✓	
Exposure to dangerous chemicals/substances in/not in containers				✓	
Exposure to aggressive verbal behaviour where there is little/no support			✓		
Exposure to aggressive physical behaviour where there is little/no support			✓		
Exposure to risks that could result in an acute traumatic injury				✓	
Undertaking exposure prone procedures				✓	
Comments: Please use this section to provide any additional details you feel are relevant for the role (e.g. how many times per shift)					
3. Emotional Effort	Frequency				
	Certain	Likely	Possible	Unlikely	Rare/Not at all
Processing (e.g. typing/transmitting) news of highly distressing events			✓		
Giving unwelcome news to patients/ clients/carers/staff				✓	
Caring for the terminally ill			✓		
Dealing with difficult situations/ circumstances			✓		
Designated to provide emotional support to front line staff				✓	
Communicating life changing events					✓
Dealing with people with challenging behaviour			✓		
Arriving at the scene of an accident					✓
Comments: Please use this section to provide any additional details you feel are relevant for the role (e.g. how many times per shift)					
4. Physical Effort	Frequency				
	Certain	Likely	Possible	Uncertainty	Rare/Not at all
Working in uncomfortable/unpleasant physical conditions			✓		
Working in physically cramped conditions					✓

Lifting weights, equipment or patients using mechanical aids				✓	
Lifting weights/ equipment or patients without mechanical aids				✓	
Making repetitive movements		✓			
Climbing or crawling					✓
Manipulating objects			✓		
Manual digging					✓
Running					✓
Standing/sitting with limited scope for movement for long periods			✓		
Kneeling, crouching, twisting, bending or stretching			✓		
Standing/walking for substantial periods of time		✓			
Heavy duty cleaning				✓	
Pushing/pulling trolleys or similar			✓		
Working at heights					✓
The job requires to be trained in control and restraint.					✓

Comments: Please use this section to provide any additional details you feel are relevant for the role (e.g. how many times per shift)

5. Mental Effort	Frequency				
	Certain	Likely	Possible	Uncertainty	Rare/Not at all
Carry out formal student/ trainee assessments		✓			
Carry out clinical/social care interventions	✓				
Analyse statistics	✓				
Operate equipment machinery					
for more than ½ a shift					
for less than a shift			✓		
Give evidence in a court/tribunal/ formal hearings					✓
Attend meetings (describe types of meeting and post holders role)			✓		
Carry out screening tests/ microscope work					✓
Prepare detailed reports	✓				
Check documents	✓				
Carry out calculations	✓				
Carry out clinical diagnosis			✓		
Carry out non-clinical fault finding	✓				

Signed by post holder*: _____

Date

Signed by line manager: Tracy Jones, Lead Clinical Respiratory/Sleep
Physiologist

Date 25th January 2022

* in the case of new jobs this will have to be an 'estimate' of the demands of the role.