

**The Newcastle upon Tyne Hospitals NHS Foundation Trust****Job Description****1. Job Details**

**Job Title:** Specialised Clinical Physiologist

**Pay Band:** 6

**Directorate:** Neurosciences

**Ward/Dept Base:** Neurophysiology

**Hospital site:** RVI

**Essential Requirements**

- Experience as Associate Clinical Physiologist or previous experience as a Basic Technologist in Neurophysiology.
- At least one of the following:
  - BSc (Hons) Clinical Physiology (Neurophysiology)
  - MSc in Neurosensory Science (Neurophysiology)
  - BTEC ONC / HNC / HND in MPPM or equivalent experience + Association of Neurophysiological Scientists (ANS) Part I Examination
  - PG Cert in Neurophysiology + Association of Neurophysiological Scientists (ANS) Part I Examination
- Registration Council for Clinical Physiologists (RCCP) registration or Health and Care Professions Council (HCPC) registration.
- Ability to work in team.
- Flexible approach to the working day.

**Desirable Requirements**

- Knowledge of highly complex procedures acquired through post-graduate training/experience and specialist courses.
- Electro-Clinical Neurophysiology Examination Board (ECNE) / Association of Neurophysiological Scientists (ANS) Part I Examination.
- Good interpersonal relationship skills.
- Capability to multi-task.
- Member of Association of Neurophysiological Scientists (ANS)
- Driving Licence

**2. Job Purpose**

- Performs a range of complex and highly complex diagnostic neurophysiological investigations on patients of all ages from a range of specialities suffering from a wide variety of medical disorders including those, which may be neurological, psychiatric and/or learning difficult in nature.
- This may be in the dedicated environment of the department or in a non-dedicated environment i.e. wards and Intensive Therapy Unit in the Trust or other hospitals in the region.

**3. Dimensions**

- **Clinical Duties**

- Maintain high professional standards of Neurophysiological services to patients.
- Plan, perform and interpret a range of complex and highly complex Neurophysiological investigations to a high level of competence to patients. This includes:
  - Perform Electroencephalographic (EEG) investigations employing current standard techniques without supervision in the Neurophysiology Department and on general wards taking appropriate action where necessary. Patients of all age groups are seen.
  - Perform emergency EEG's on ITU's (Intensive Therapy Units), SCBU's (Special Care Baby Units), SCIDS unit (Severe Combined Immuno-Deficiency Syndrome) or general wards - this could be at any hospital covered by the department and appropriate action should be taken where necessary.
  - Perform complex neurophysiological investigations on the in-mates of the region's Prison Service.
  - Perform complex EEG investigations on residents housed in the region's Secure Unit (for example, St Nicholas's Hospital).
  - Perform highly complex EEG investigations. These include recordings with activation procedures, recordings following sleep deprivation, Multiple Sleep Latency Testing (MSLT), recordings during administration of medication (e.g. diazepam, pyridoxine), recording in an operating theatre, recording during stimulation of a non-routine nature, e.g. postural change, Wada testing.
  - Perform long term EEG monitoring and long-term EEG and video monitoring including intra-cranial recordings taking appropriate action where necessary.
  - Perform Nerve Conduction Studies (NCS) for Carpal Tunnel syndrome.
  - Assist with EMG (Electromyography) examinations and NCS in the Neurophysiology Department.
  - Perform all modality-evoked potentials taking appropriate action where necessary.
  - Produce technical reports on a range of Neurophysiological investigations and collaborate with the Clinical Neurophysiologist to produce an accurate clinical report, which contributes to the clinical assessment and management of the patient.
- Has responsibility for some aspects of the day-to-day organisation of the clinical service, including organisation of appointments in collaboration with the Clinical Physiology Team Manager and Clinical Physiology Service Manager to ensure the efficient and effective running of the department.
- Participate in departmental audit and/or research and development programmes.
- Participate in a formal weekend and bank-holiday Neurophysiology on-call service.
- Undertake simple fault remedy, cleaning and maintenance of recording equipment or any apparatus within the department including care and maintenance of electrodes.

#### 4. **Organisational Arrangement**

**Reports to:** Clinical Physiology Team Manager (Neurophysiology).

**Professionally accountable to:** Clinical Physiology Service Manager (Neurophysiology)  
Registration Council for Clinical Physiologists / HealthCare Professions Council

**Staff Responsible for:** Trainee Clinical Physiologists.

Visiting students from other professions. Variable

Clinical Physiology Service Manager (Neurophysiology)



Clinical Physiology Team Manager (Neurophysiology)



**Specialised Physiologist (Neurophysiology)**



Trainee Physiologist (Neurophysiology)

## 5. Knowledge Training and Experience

- See essential requirements
- Maintain and update highly specialist knowledge and continuous professional development (CPD) that is appropriate to the range of Neurophysiology, through attendance at departmental, regional, national and international meetings/events.
- Comply with mandatory, professional and personal development according to service needs.
- Comply with CPD guidelines, professional codes of conduct and evaluate the effect of development on service delivery.

## 6. Skills

### Communication and Relationships

- Receive and analyse complex clinical information (request forms, medical data) to plan, prepare and produce factual technical interpretation and data analysis of investigations performed. This may be in written, oral and electronic formats. All data is confidential.
- Communicate with a wide range of people of all ages including patients, carers, and relatives, medical and non-medical staff. This includes seriously and terminally ill patients as well as patients with learning difficulties, behaviour problems, psychiatric and/or physical difficulties including those with sight and hearing disabilities and violent or aggressive patients/people. It may also include patients who do not have English as their first language.
- Communication skills are necessary to obtain patient consent and will include explanatory (may be non-verbal), persuasive, negotiating and empathetic skills.
- Communicate with other staff e.g. porters, domestics and ambulance.
- All of the above to be maintained through daily practical experience.
- Participate in the teaching and training in Neurophysiology to a broad range of healthcare workers including medical, Allied Health Professionals (AHP), nursing, Health Care Scientists (HCS), etc.

### Analytical and Judgemental

- Possess good analytical and judgemental skills to interpret complex clinical and non-clinical situations and provide solutions that require the analysis, interpretation and comparison of a range of options. For example deciding if medical intervention is necessary or deciding what activation techniques should be used during clinical investigations and basing that decision on medical information from the referring consultant, personal information provided by the patient, clinical data at the time of the investigation and national guidelines produced by the professional body.

**Planning and Organisational**

- Collaborate with colleagues to organise individual daily workload.
- Make individual appointments for patients both outpatient and in-patient from the Trust and those from other hospitals.
- Collaborate with colleagues to organise annual leave.

**Physical Dexterity**

- Maintain a high level of manual dexterity and hand to eye co-ordination with regard to accuracy, precision and speed for clinical investigations.
- Maintain good keyboard skills.
- Awareness of Health & Safety Manual Lifting and Handling procedures as per Trust policy.

**7. Key Result Areas****Patient/Client Care**

- Perform a range of complex and highly complex diagnostic neurophysiological investigations to a national and local standard on patients.
- Maintain the highest standard of patient care and report any deficiencies to the Clinical Physiology Team Manager or Clinical Physiology Service Manager.

**Policy and Service Development**

- Follow guidelines for the implementation of policies.
- Participate and contribute to changes and improvements within the Neurophysiology Service.
- Adhere to national, trust and local policies, guidelines and protocols.
- Contributes to the health and safety and quality assurance policies to patients, staff and visitors.

**Financial and Physical Resources**

- Has responsibility for the efficient and effective use of both financial and physical resources on a daily basis.
- Responsible for the safe use of complex technical equipment on a daily basis.
- Perform on a daily basis, simple fault remedy, cleaning and maintenance of recording equipment or any apparatus within the department. Notify Chief Physiologist or Senior Chief Physiologist of all faults/repairs.
- Participate in ordering stock from the supplies department and pharmacy on a weekly basis.
- Participate in chasing up of orders and sourcing new stock.
- Participate in weekly stock takes and yearly stock takes in conjunction with the Clinical Physiology Team Manager or Clinical Physiology Service Manager.

**Human Resources***Management*

- Contribute to the recruitment and retention of Trainee Clinical Physiologists in line with Trust policies and guidelines.
- Promote and ensure equality, diversity and rights for all.

*Education*

- Participate in the education and training of Specialist Registrar Neurophysiologists, Clinical Physiologists and other staff groups in line with mandatory, professional and personal development according to service needs.
- Undertake clinical supervision/mentorship for Clinical Physiologists and Trainee Clinical Physiologists.
- Participate in the teaching and training in Neurophysiology to a broad range of healthcare workers

including medical, AHP, nursing, HCS, etc

#### *Leadership*

- May deputise for the Chief Physiologist in their absence.

#### **Information Resources**

- Contribute to the effective and efficient use and retrieval of information resources, administrative patient reporting and data storage on a daily basis.
- Contribute to the maintenance of statistical information as required for statistical and other management purposes.
- Records and documents numerical data from waveforms generated from complex diagnostic neurophysiological investigations.
- Records and generates a descriptive report on complex EEG data.

#### **Research and Development**

- Participate in departmental audit to ensure compliance with and the development of professional and local policies, procedures and clinical standard / protocols / guidelines.
- Participate in Trust / region wide projects.

### **8. Freedom to Act**

- Perform unsupervised complex and highly complex neurophysiological investigations, determining and using the most appropriate recording techniques to gain optimal information for clinical interpretation.
- Guided by national standards, departmental protocols and standard operating procedures.
- Regular evaluation of techniques and equipment within own area of responsibility with feedback to Clinical Physiology Team Manager or Clinical Physiology Service Manager and medical colleagues to promote development of service.

#### *Clinical Governance*

- Participate in departmental audit to ensure compliance with and the development of professional and local policies, procedures and clinical standards / protocols / guidelines.
- Contribute to the facilitation of patient and public involvement in the development of Neurophysiology service(s).
- Takes a lead role within the department regarding Trust wide initiatives e.g. Improving Working Lives, Patient Development Unit and Health and Safety (Risk Assessment).
- Facilitate investigation of complaints regarding the service(s) and to report the findings to the Trust in accordance with local procedures and to take remedial action if appropriate.
- Work within agreed Trust and local policies and protocols.

### **9. Effort & Environment**

#### **Physical**

- Perform on a daily basis a range of complex and highly complex Neurophysiological investigations both within the dedicated environment of the department and in non-dedicated environments such as ITU, SCBU etc.
- Perform clinical procedures in hazardous, restricted and confined areas i.e. ITU.
- A requirement to exert intense physical effort to move heavy equipment and bed/chair bound patients within the bounds of local moving and handling policies.
- Able to endure prolonged periods of standing and sitting in restricted positions when recording on a VDU (for a minimum of 30minutes).

**Mental**

- Able to endure occasional prolonged periods of concentration when recording on a VDU (for a minimum of 30 minutes).
- Able to switch focus and concentration between tasks both in expected and unpredictable situations (on a daily basis).
- Ability to perform accurate mathematical calculations on a range of neurophysiological data (on a daily basis).

**Emotional**

- Perform clinical investigations on ITU, SCBU etc., the outcome of which will determine whether a patient's life support system is withdrawn.
- Help create and sustain a supportive environment, on a daily basis, when encountering sick and terminally ill patients, their relatives/carers.
- Interact with the parents of children with suspected non-accidental injuries.
- Exposure to emotional tension when encountering inmates from the Region's Prison Services.
- Daily exposure to intense emotional anguish from patients, relatives and carers.
- Provide support and assistance to other Neurophysiological staff in dealing with difficult and conflicting situations including those that are of a clinical/professional nature.

**Working Conditions**

- Daily exposure to unpleasant working conditions, such as body odours, body fluids, aggression (verbal and occasionally physical), head lice and contained chemicals (can last from 20 minutes up to 4 hours).
- Work with display screen equipment on a daily basis.
- Lone working to meet emergency out of hours demands.
- Probable lone working in departments outside of the Trust.
- Comply with departmental and trust policies including COSHH, display screen equipment, moving and handling, fire, resuscitation and control of infection.

Revised December 2016

Revised January 2021

Revised March 2022

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**Signed:** ..... **Date:** .....  
(Post holder)

**Signed:** ..... **Date:** .....  
(Directorate Manager or equivalent)

**The Newcastle upon Tyne Hospitals NHS Foundation Trust**  
**Person Specification**

**JOB TITLE:** Specialised Clinical Physiologist (Neurophysiology)**BAND:** 6**DIRECTORATE:** Neurosciences

<b><u>REQUIREMENT</u></b>	<b><u>ESSENTIAL</u></b> Requirements necessary for safe and effective performance of the job	<b><u>DESIRABLE</u></b> Where available, elements that contribute to improved/immediate performance in the job	<b><u>ASSESSMENT</u></b>
<b>KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>Carry out a range of basic and complex neurophysiological investigations.</li> </ul>	<ul style="list-style-type: none"> <li>Trust / NHS Structures</li> <li>Clinical Governance</li> <li>Experience of Video-telemetry.</li> <li>Experience of Physiologist led Carpal Tunnel Clinics</li> </ul>	
<b>SKILLS</b>	<ul style="list-style-type: none"> <li>Ability to work in a team</li> <li>Good interpersonal skills</li> <li>Decision making skills.</li> </ul>	<ul style="list-style-type: none"> <li>Managerial skills, problem solving skills</li> <li>Clean driving licence.</li> </ul>	
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>Experience at Associate Clinical Physiologist level in Neurophysiology</li> </ul>	<ul style="list-style-type: none"> <li>Teaching / training</li> <li>WBA /Mentorship qualification</li> </ul>	
<b>QUALIFICATIONS</b>	At least one of the following: <ul style="list-style-type: none"> <li>BSc (Hons) Clinical Physiology (Neurophysiology)</li> <li>MSc in Neurosensory Science (Neurophysiology)</li> <li>BTEC ONC / HNC / HND in MPPM or equivalent experience + Association of Neurophysiological Scientists (ANS) Part I Examination</li> <li>PG Cert in Neurophysiology + Association of Neurophysiological Scientists (ANS) Part I Examination</li> <li>RCCP registration or Health and Care Professions Council (HCPC) registration.</li> </ul>	<ul style="list-style-type: none"> <li>Member ANS</li> <li>Driving licence</li> <li>ECNE/ANS Board Part 1 Examination</li> </ul>	
<b>PERSONALITY/ DISPOSITION</b>	<ul style="list-style-type: none"> <li>Flexibility</li> </ul>	<ul style="list-style-type: none"> <li>Clean smart appearance</li> <li>Empathetic.</li> <li>Organised, decisive, resourceful, fair, confident</li> </ul>	



<b>CORE BEHAVIOURS</b>	<ul style="list-style-type: none"><li>• Alignment to Trust Values and Core Behaviours</li></ul>	<ul style="list-style-type: none"><li>• Evidence of understanding of Trust Business</li><li>• Experience of working in the Trust / NHS previously</li></ul>	
<b>PHYSICAL</b>	<ul style="list-style-type: none"><li>• High level of manual dexterity, good hand to eye co-ordination with regard to accuracy, precision and speed.</li></ul>	<ul style="list-style-type: none"><li>• Good keyboard skills</li></ul>	

