

ROLE PROFILE

JOB TITLE:	Trainee Echocardiographer	REPORTING TO:	Designated Training Coordinator/Officer
DIRECTORATE:	Cardiology	ACCOUNTABLE TO:	Cardiac Physiology Service Manager
BAND:	Afc Band 6	HOURS:	37.5 over 5 days/week
Tenure	18 months fixed term (supernumerary)	Location	Royal Berkshire Hospital and local hospitals link to the Trust. Regular travel to academic institute

JOB PROFILE

Purpose of role (Summary)	<p>The Trainee Echocardiographer will be employed for a fixed term of 18 months during which time they will work through a programme of learning.</p> <p>In conjunction with and supported by the Designated Training Officer, the Trainee Echocardiographer will be responsible for their own progression through the training programme, completing a mixture of work based competence and experience in NHS scientific departments, completing the learning outcomes as outlined in the Curriculum Library, undertaking the complementary academic Post Graduate Certificate in Clinical Echocardiography and preparing for and completing the BSE Transthoracic Accreditation process.</p> <p>At all times the Trainee Echocardiographer is expected to work within standard operating policies and procedures of the Cardiac Physiology department and The Royal Berkshire NHS Foundation Trust 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.</p> <p>The Trainee Echocardiographer will be employed by the host department for a fixed term of 18 months during which time they will work through a programme of learning. This will be combined with an academic programme at Post Graduate level over the first year of the programme.</p>
Job Statement	The trainee will undertake the full training programme in order to progress through the academic and practical elements of the training scheme. In so

	<p>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:</p> <ul style="list-style-type: none"> • Perform and interpret routine cardiac investigations. • Perform specialised diagnostics investigations. • Carry out complex scientific and clinical roles, including those working directly with patients. • Analyse and interpret and data 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. • Carry out audit to continuously improve patient care and service needs. • Participate in the training and development of both external university students and junior team members. • Communicate and interact effectively within a multidisciplinary team to ensure a positive patient experience. • Assist the Principal Cardiac Physiologist and other senior members of the team in the day to day organisation and delivery of the cardiothoracic diagnostic service. <p>They will be expected to complete all work-based training and assessment alongside the academic course to exit the programme with eligibility for registration with the BSE and the Academy for Healthcare Science (AHCS). Trainees must meet the AHCS Standards of proficiency for Healthcare Science Practitioners.</p> <p>Post qualification and with appropriate additional experience and competencies, graduates from this scheme would be eligible to apply for Clinical Scientist equivalence and HCPC registration.</p> <p>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.</p>
Liaises with	<p>Liaises with other technical and scientific staff of department, other Trainee Healthcare Scientists across a wide range of departments and with medical staff.</p>
Key working relationships	<p>The trainee will work closely with the training co-ordinator/officer and more senior members of staff to follow the curriculum for the Echocardiography Training Programme. The trainee will be accountable to the Cardiac Physiology Service Manager. The trainee will work in specified areas of the department and be responsible to the Designated Training Coordinator/Officer for their own work and progression through the scheme. All trainees will be expected to travel to national academic and other courses regularly throughout their training. In some cases this may involve overnight and/or residential stays. Trainees will undertake a Post Graduate Certificate in Clinical Echocardiography at a designated academic institution specific for the training pathway. Trainees will mainly be based in the host department, but may need</p>

	to attend other local/regional/national scientific services, in order to complete the required pathway work based curricula, as deemed appropriate by the Designated Training Officer. Trainees will be a part of a national training programme and will be registered with the National School of Healthcare Science based in the West Midlands Multi-professional Workforce Deanery.
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Principal Responsibilities

Actively participate in a broad range of service provision following a period of training and assessment. Maintain discipline and standards of technical competency in the provision of invasive and non-invasive investigative services within the department, in accordance to national and local guideline. Candidate will be completing a preceptorship year and will complete a competency logbook alongside their training.

Uphold trust care values- located on trust intranet.

Compliant with all mandatory training and appraisal (complete during time study).

Scientific and Clinical Practice

1. Undertake a range of clinical and scientific investigations as appropriate to the role.
2. Acquire and maintain a high level of professional competence in the performance of all tests, investigations and measurements carried out.
3. Interpret and act upon results of tests, investigations and measurements in accordance with departmental policies, procedures and quality systems.
4. Comment and advice on new proposals and protocols, especially for service improvements.
5. 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.
6. Assist with the procurement, acceptance and use of medical devices and consumables.
7. 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.
8. Use reagents, consumables, hazardous materials and equipment safely and in accordance with Health and Safety policies.
9. Participate in risk management procedures including risk assessment and the investigation and reporting of adverse incidents.
10. Participate in internal and external audit processes and quality system
11. Undertake R&D within the department as an integral part of training and acquire relevant skills to undertake clinical audit.

12. 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.

Educational and Learning

1. Successfully complete the training and assessment programme in conjunction with the local Training Coordinator and designated Academic institution to achieve certified competence awarded by the BSE.
2. 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.
3. 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.
4. Ensure that own learning needs identified with the Training officer and reflecting the requirements of the curriculum, are met on the appraisal objective setting.
5. Retain sufficient flexibility and adaptability in learning in order to ensure full contribution to improving services in response to changing health care needs.
6. Maintain knowledge of recent scientific developments and undertake supplementary training to develop both knowledge and skills.
7. Attend mandatory training (both vocational and academic) as required.
8. Participate in internal and external assessment processes.

Patient Management and Clinical Care

Delivery of patient care – experience and contribution in the following areas:

1. Provide support to specialist clinics and specialist treatment interventions
2. Perform, report and interpret a range of investigations undertaken indirectly for or directly with patients within a range of care settings
3. Specialist care and treatment interventions for patients across the range of clinical pathways and health care settings

4. Appropriate clinical and scientific advice and interpretation of analytical results
5. Participate in multidisciplinary meetings
6. Apply and promote evidence based practice and use of relevant clinical protocols and procedures
7. 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

Role responsibilities

1. Acts with integrity to uphold the reputation of Healthcare Science profession and the Trust. Deliver care with compassion, sensitivity and empathy.
2. Participates in Clinical Governance to maintain and improve standards of patient care. Works as a role model in placing the patient's experience at the core of service delivery. Assist in the monitoring and auditing of the quality of care through a range of strategies, including risk management, incident reporting, complaints, research and effectiveness monitoring and clinical audit. Ensure own actions promote quality and alert others to quality issues. Contributes to the development of the service.
3. Demonstrates commitment to the vision and objectives of the clinical area and the Trust. Work with Cardiology Outpatients Manager and Clinical service Leads to effectively manage the allocated financial and human resources within allocated budget. Demonstrate understanding of the importance of ensuring effective skill-mix and appropriate caseload management at all times.
4. Assists in the monitoring and maintenance of the health, safety and security of self and others in work area. Assists in the identification and assessment risks in work activities. Help to develop strategies to manage these effectively. Work within risk management/Occupational Health legislation and Trust procedures and ensure that colleague for whom the post-holder is responsible works within the same.

Occasional Duties

1. To carry out any other reasonable duties to achieve learning and experience that may be required, which are commensurate with the grade and nature of the post
2. This job description outlines the main current duties and responsibilities of the training post. The job description will need to be reviewed and subsequently may be altered. Any resulting changes will be subject to consultation
3. In addition to regular assessment and planning meetings, the trainee will have a biannual meeting to discuss progress and to consider issues relevant to the wider training programme

4. The post holder will undertake other duties to achieve Trust's objectives, commensurate with the grading of the post

This job description is not exhaustive and will be subject to periodic review in association with the post-holder.

POLICIES AND PROCEDURES

The post is subject to the policies, practices, procedures and conditions of service determined by the Trust.

Medical Questionnaire

The appointment is subject to the completion of a satisfactory medical questionnaire which may involve a medical examination. The Job holder may also be required to undergo medical examinations in the future and/or at intervals stipulated by the Trust.

Equality of Opportunity and Diversity

The Trust operates an Equality of Opportunity and Diversity Policy and welcomes all persons without regard to age, ethnic or national origin, gender or sexual orientation, religion, lifestyle, presenting illness, marital or parental status or disability. It aims to ensure that no job applicant, employee or former employee suffers direct unlawful or unfair discrimination, or is disadvantaged by any conditions or requirements which cannot be justified.

Confidentiality

The post holder has a responsibility to comply with the Data Protection Act 1998 and Code of Practice on Confidentiality and Data Protection. Any matters of a confidential nature, including information relating to the diagnosis and treatment of patients, individual staff records and details of contract prices and terms, must under no circumstances be divulged to any unauthorised person or persons. Breaches of confidence will result in disciplinary action which may result in dismissal. Regardless of any disciplinary action taken, a breach of confidence may also result in a civil action for damages.

Information Security

The Job holder is expected to safeguard the confidentiality, integrity and availability of data, and ensure that Trust policies and statutory regulations are followed.

Fire

The post holder is required to comply with agreed fire procedures, taking the appropriate action if the fire alarm sounds, and to attend relevant training programmes as required.

Smoking

The Royal Berkshire NHS Foundation Trust has a *Smoke Free* policy. Smoking is not permitted in any of the Trust's properties or in Trust grounds.

Health and Safety Statement

The Trust has designated the prevention and control of Health & Safety as a core component in the organisation's clinical governance, managing risk and patient safety programmes. In consequence, all employees are expected to:

Provide leadership on Health & Safety risk issues across the organisation.

Be aware of and follow all Trust Health & Safety guidelines and procedures relevant to their work.

Participate in mandatory training updates.

Challenge colleagues who are not complying with Trust Health & Safety procedures and report to line manager.

Use devices, reagents, consumable, has a does material and equipment safely and in accordance with health and safety policies.

Attend trust manual handling mandatory courses

Use any PPE or accessory equipment intended for safe manual handling.

Wear radiation protection equipment (lead coats) in accordance with radiation protection policy

Ensure Health & Safety prevention and control measures that are robust and evidence based are embedded in their working practice.

Understand local Health & Safety data and ensure relevant prevention control policies are adhered to.

Infection Control Responsibilities

The Trust has designated the prevention and control of infection and the full implementation of the Health Act (2006) as a core component in the organisation's clinical governance, managing risk and patient safety programmes. In consequence, all employees are expected to:

1. Following consistently high standards of infection control practice, especially with reference to had decontamination, adherence to dress/uniform code and for clinical staff, aseptic technique.
2. Being aware of and follow all Trust infection control guidelines and procedures relevant to their work.
3. Participating in annual mandatory training updates.
4. Challenging colleagues who are not complying with Trust Infection Control guides and procedures and report to line manager.
5. Ensure infection prevention and control measures that are robust and evidence based are embedded in care delivery.
6. Understand local HCAI (healthcare associated infection) data and ensure relevant Infection Prevention Control policies are adhered to and aseptic technique followed correctly.

Safeguarding Children and Adults

The Royal Berkshire NHS Foundation Trust takes the issues of Safeguarding Children and Adults very seriously. All employees have a responsibility to support the Trust in its duties by:

1. Attending mandatory training on Safeguarding children and adults.
2. Being familiar with the individual and Trust requirements under relevant legislation.
3. Adhering to all relevant national and local policies, procedures, practice guidelines and professional codes.
4. Reporting any concerns to the appropriate manager or authority.

PERSON SPECIFICATION – BAND 6 TRAINEE ECHOCARDIOGRAPHY

Details	Assess by
Our CARE values	
Compassionate - all our relationships are based on empathy, respect, integrity and dignity. In every interaction and communication, we treat colleagues, patients and their families with care and understanding.	Interview
Aspirational – we strive to continuously improve, to be the very best that we can be – as individuals and as an organisation.	Interview
Resourceful - we live within our means. We respond to the challenges of today and tomorrow in effective, efficient, innovative and optimistic ways.	Interview
Excellent - we commit to excellence in everything that we do – placing patient safety and quality at our heart. We learn from mistakes, we do what we say we are going to do and hold ourselves and colleagues to the highest standards.	Interview

Qualifications	
A 1st or 2:1 in BSc Cardiac Physiology (PTP) or a relevant scientific subject (examples include Physiology, Pure or Applied Physics, Biology or Human Biology, or Sports Science (if significant scientific content)	Application
Scientific Skills	
Demonstrated in a work or study context	
	Application and interview

Has an understanding of the role of an Echocardiographer in healthcare and disease and its application in a healthcare setting.	
A committed, in depth interest in Echocardiography and its application to direct clinical care of patients in a clinical environment.	Application and interview
Knowledge acquired through study and experience to formulate appropriate advice and judgements, including clinical judgements involving facts or situations that impact on patients.	Application and interview
Have an understanding of quality control and management assurance in a science or work based context	Application and interview
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)	Application and interview
Able 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.	Application and interview
Ability to analyse and assess scientific, technical and medical literature	Application and interview
Ability to use, maintain and troubleshoot scientific equipment.	Application and interview
Good IT skills and knowledge of common computing packages for word processing, spreadsheets, presentation packages and databases.	Application and interview
Ability to analyse complex information.	Application and interview
Transferable skills	
Demonstrated in study, work or non-work contexts	
	Application and interview

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	Application and interview
Make formal presentations to groups of colleagues.	Application and interview
Good active listening skills to build rapport with the listener to encourage an open discussion. 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	Application and interview
Ability to work autonomously in the planning and execution of their own work and under the guidance of their Departmental Supervisors	Application and interview
Flexibility to acquire the skills to organise, plan and monitor the workload of others.	Application and interview
Ability to work under pressure (emotional resilience and ability to prioritise and plan work)	Application and interview
Under guidance develops good interpretative skills in the formulation of advice to multi-disciplinary team members on diagnosis and appropriate treatment of patients.	Application and interview
Good personal organisational skills.	Application and interview
Effective team worker, willing to adopt a role working in collaboration with others.	Application and interview
Good understanding of ethics and professional practice, the NHS constitution and the importance of patient-centred care	Application and interview
Ability to support patients (or their carers) including those with a range of acute or	Application and interview

chronic clinical conditions and disabilities in a variety of healthcare settings.	
Physical requirements Reasonable adjustments will be made in accordance with the Equality Act 2010	
Reliable and flexible	Application, Interview and References
Ability to perform a wide range of duties according to the Job Description.	Application and interview
Highly developed co-ordination skills with good dexterity and hand-eye co-ordination and those skills required for the performance of fine analytical techniques	Application and interview
Ability to meet the travel requirements of the training role.	Application and interview

Structure	<p style="text-align: center;"> Cardiac Physiology Service Manager ↓ Lead-Highly Specialist Cardiac Physiologists ↓ Highly Specialist Cardiac Physiologists ↓ Specialist Cardiac Physiologist + Trainee Echocardiographer ↓ Cardiac Physiologist ↓ Senior Assistant Cardiac Practitioner ↓ Assistant Cardiac Practitioner </p>
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Signatures	<p>Post Holder: _____</p> <p>Line manager: _____</p> <p>Role profile last reviewed: _____</p>
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