

JOB DESCRIPTION

Job title:	Clinical Scientist
Grade:	Band 7
Directorate:	Children's and Specialist
Division:	Chailey Clinical Services
Service:	Rehabilitation Engineering Service (0.6wte) Chailey Communication Aid Service (0.4wte)

1. Job summary

This post is partly situated within a specialist paediatric rehabilitation engineering service and partly within a regional specialised Augmentative and Alternative Communication (AAC) service. The client group currently served have severe and complex physical, and/or communication, and/or cognitive disabilities and therefore require bespoke assistive technology (AT), and or electronic assistive technology (EAT) solutions in order to undertake activities of daily living and communication. The equipment has a clinical role in the care of the child, young person or adult. This could be in helping to support to reduce the progression of deformity in particular that associated with seating, standing and lying, supporting communication or supporting access to technology.

Rehabilitation Engineering Service (RES) provides clinical support to the pupils of Chailey Heritage School and a large number of mainly paediatric outpatients referred from the Sussex area whose local services who cannot meet these clients' needs.

Chailey Communication Aid Service (CCAS) is an NHS England funded specialised AAC service which assesses for, provides and maintains communication aids for children, young people and adults in Sussex, Surrey and Brighton & Hove.

For RES the post holder is required to attend (and lead as appropriate) specialist clinics on and off site as a clinical scientist and as part of a multidisciplinary team to assess the client and establish the AT requirements. The post holder is to ensure provision of high quality, client focused, specialist clinical assessment and prescription of AT to children and young people referred to the clinics and services at Chailey Clinical Services (CCS). The post holder will be required to design, develop and manufacture equipment or modify and adapt existing equipment to an agreed solution. They require excellent communication skills to liaise with those concerned, the technical aspects of the use of the equipment produced.



scft_jobs



scft_jobs



scftjobs

The post holder will be expected to provide additional specialist input in a range of clinics. They are also expected to provide a technical advisory role to the junior members of staff within the service, CCS and as appropriate outside agencies.

- For CCAS, the postholder is expected to attend (and lead as appropriate) specialist assessments and appointments with the multidisciplinary team, ensuring provision of high quality, client focused specialist clinical assessment and prescription of AAC equipment and it's associated technology to children, young people and adults in the region of Sussex, Brighton and Hove and Surrey..

The post holder will be expected to undertake supervision of personnel within the workshop. The post holder will support line management with the day to day running of clinics and services in line with your grade and position.

The postholder is to act as a resource offering highly specialist clinical and/or technical advice and input on all issues related to postural management, AT and EAT (electronic assistive technology), including AAC for professionals and clients across the CCS services.

The postholder is to provide highly specialist clinical engineering services related to assistive technology (AT) and electronic assistive technology (EAT) including AAC to enable CCS services to assess and support clients with the most complex physical communication and learning needs.

The postholder is to take part in other assistive technology related specialist clinics as necessary e.g specialist communication, access and mobility potential (SCAMP)

2. Communication and working relationships

- a) To work as part of the multidisciplinary team in the delivery of the RES and CCAS within Chailey Clinical Services. This is a specialist regional assessment and provision service, funded by NHS England.
- b) To assess as part of the multidisciplinary teams the needs of children and adults with complex disabilities for AAC equipment and Assistive Technology (AT).
- c) To arrange appointments with relevant staff, clients and external agencies to discuss the problems required to be solved and to fit the equipment produced/provided.
- d) To discuss the solutions with the user/ carers and other team members in order to establish an agreed solution.
- e) To provide engineering advice when required to other members of staff within CCS and external agencies regarding technical aspects of AT and EAT including AAC.



- f) To professionally manage any communication challenges or difficulties when working with any staff members, clients or stakeholders.
- g) To monitor service provision and seek guidance and advice as necessary.
- h) To ensure written and accurate records of all treatment and interventions are maintained in accordance with Trust policies. Ensure efficient and effective written and verbal reports and activity data are provided.
- i) To demonstrate advanced communication skills across a range of situations in verbal, written, formal and informal manner.
- j) To present the work undertaken at CCS at multidisciplinary meetings and conferences, and to train others as required on academic courses, parent workshops etc.
- k) Provide training and support to students and other qualified Healthcare Science and other staff
- l) To deliver training and workshops for local therapists in the use of the EAT devices, ensuring they are able to support the client with daily usage.
- m) To ensure written and accurate records of all treatment and interventions are maintained in accordance with Trust policies. Ensure efficient and effective written and verbal reports and activity data are provided.
- n) To give and receive highly sensitive/emotive information around potential outcomes, requiring skills of explanation and empathy in order to achieve appropriate outcomes both clinically and regarding management of the service.
- o) Provide training and support to students, trainees and other professional staff
- p) To assist in the organization of the publicity of the work of the department through presentations to visiting groups, publications and general liaison with other disciplines and outside agencies where appropriate.
- q) To motivate clients, carers and professionals in the use of the technology, for the benefit of the client and demonstrate negotiation skills in the management of conflict across a range of situations.
- r) Provide specialist advice to colleagues within Chailey Clinical Services as part of working within multidisciplinary clinical and service governance working groups.

- s) Support the organisation and of participate in multidisciplinary learning opportunities for health staff and others as agreed with service leads.

3. Key responsibilities

- a) To provide specialist AT, EAT and AAC clinical engineering input as necessary to the AT and EAT services within CCS.
- b) To take responsibility for agreed RES & CCAS duties or activities.
- c) To lead CCAS appointments, including assessments as appropriate.
- d) To assess for and prescribe electronic assistive technology or other devices for clients attending the CCAS or other CCS services as necessary.
- e) To be responsible for the engineering and functional competence of the equipment supplied and be accountable for the clinical outcome of any equipment personally prescribed.
- f) As necessary take clinical responsibility for assessments and other interventions related to the provision of the EAT.
- g) To be responsible for any device evaluations, equipment management and other tasks required to ensure effective provision of equipment to RES & CCAS clients.
- h) To make appropriate reasonable financial recommendations for the purchase of relevant equipment.
- i) To take on delegated responsibility for tasks/projects set by senior management for CCAS or the Rehabilitation Engineering Service to agreed timescales.
- j) To implement policies for their own work area and propose changes to working practice.
- k) To manage own caseload prioritising as necessary
- l) To provide specialist EAT clinical engineering input as necessary to the CCAS and other EAT services within CCS.
- m) To support and as necessary supervise Healthcare Science staff within the department.
- n) To inspect and approve the work of technicians and engineers being managed and, as appropriate, other personnel who may be assisting.

- o) To ensure that the work carried out by others as above is completed within reasonable timescales and with the efficient use of time and materials.
- p) To advise other members of staff on all aspects of rehabilitation engineering undertaken within the service.
- q) To be responsible for any device evaluations, equipment management and other tasks required to ensure effective provision of these services.
- r) To take part in audit for the service and research projects as required related to Assistive Technology in collaboration with the Research Department.
- s) To demonstrate advanced theoretical and practical knowledge of EAT through formal training at Masters level with additional specialist training and in depth experience in the application of clinical engineering to EAT practice.
- t) To have highly developed specialist knowledge and practical experience of the working practices and theory underpinning rehabilitation engineering medical electronics and medical equipment management in order to provide expert advice.
- u) To play a highly specialist clinical role in the assessment and recommendation of electronic assistive technology

4. Main tasks

- a) To work effectively as a member of the CCAS & RES teams to ensure safe and efficient provision of EAT and AT.

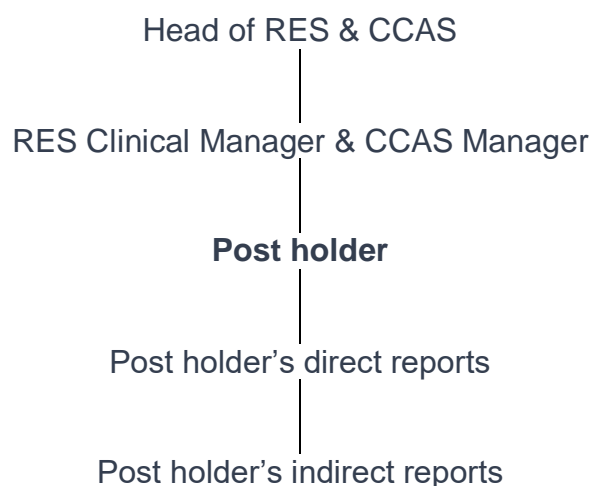
To effectively organize and complete own workload and be efficient in the use of time and materials
- b) To contribute to and undertake a share in the management of designated processes.
- c) To undertake highly specialised assessments of children, young people and adults with diverse or complex communication, physical and/or cognitive disabilities. Using specialist analysis, clinical reasoning, listening skills to determine their EAT requirements.
- d) To take account of the medical, therapeutic, nursing and other requirements relevant to the equipment to be produced/provided and to have adequate clinical knowledge to understand the usage implications of the devices in question.
- e) To arrange appointments with relevant staff and clients in order to assess for, identify and discuss the problems required to be solved and to fit and/or supply the equipment to be provided.



- f) To lead clinics and carry out interventions at Chailey Clinical services and across East and West Sussex, Surrey, Brighton and Hove as required.
- g) Independently to formulate a design for, develop and manufacture novel equipment or adapt and modify existing equipment to help solve individual problems where standard equipment does not meet the client's needs.
- h) To use sound engineering techniques and other specialised practices to develop the equipment required and to seek advice when in doubt.
- i) To be responsible for the engineering and functional competence of the equipment produced and to seek advice when in doubt.
- j) To advise all concerned and produce the necessary documentation on the technical aspects of the use of the equipment produced .
- k) To compile and process the documentation associated with the work undertaken in a timely manner and assist senior management with documentation associated with the general procedures of the service &/or department.
- l) Carry out all duties and responsibilities in accordance with requirements of the Health and Safety at Work Act, relevant statutory requirements approved codes of conduct and local policies and procedures with particular regard to personal safety and that of colleagues in the workshop.
- m) To produce written information associated with the equipment produced e/g/ user instructions in line with the legislation associated with the manufacture of medical devices.
- n) To carry out service procedures on equipment in use to include repairs, modifications and adaptations as required and where appropriate.
- o) To understand manufacturing techniques and have experience of using a number of them.
- p) To work offsite supplying Rehabilitation Engineering support to external contracts and outside agencies providing solutions using a wide variety of equipment for 24 hour postural management.
- q) Investigate and monitor trials of new equipment.
- r) To record parts or equipment used in line with the procedures of the service.
- s) To develop links user groups, local therapy teams and other stakeholders across the region in order to ensure that the service operates efficiently.

- t) To teach and train other members of CCAS, RES and Healthcare Science staff on aspects of design development and manufacture of assistive technology.
- u) To develop/provide training to staff, therapists and others in EAT and AT.
- v) To work independently to provide clinical engineering lead to multidisciplinary teams dealing with complex and highly specialist caseloads.
- w) To provide staff, clients and others with highly specialised clinical engineering advice and support regarding EAT and assistance in the use of equipment and in the solution of problems.
- x) To undertake CPD in line with the requirements of HCPC and IPEM.
- y) To participate in a programme of research and development and assist in identifying research projects and the development of related research grant applications.

5. Organisation chart



- a) The post holder may have tasks or responsibilities delegated to them, appropriate to their level of competence. They may also be expected to delegate tasks or responsibilities to other staff, as appropriate.

- b) The Delegation Policy sets out the expectation of staff regarding the safe delegation of clinical care and therapeutic interventions to unregistered practitioners and support workers.

6. Flexibility

- a) This job description is intended to provide a broad outline of the role. The post holder may be required to carry out other duties commensurate with their banding and competence.

7. Policies and procedures

- a) The post holder is required to familiarise themselves with all Trust policies and procedures and to comply with these at all times.

8. Confidentiality and data protection

- a) The post holder must maintain the confidentiality of information about patients, staff and other health service business and meet the requirements of the Data Protection Act (2018) and General Data Protection Regulation (2018) at all times.
- b) The post holder must comply with all Trust information and data protection policies at all times. The work of a NHS Foundation Trust is of a confidential nature and any information gained by the post holder in their role must not be communicated to other persons except where required in the recognised course of duty.

9. Health, safety and wellbeing

- a) Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974) and must follow these in full at all times, including ensuring that they act in line with all agreed procedures at all times in order to maintain a safe environment for patients, visitors and colleagues.
- b) The Trust is committed to support the health and wellbeing of all its employees. The post holder is required to familiarise themselves with the organisation's range of health and wellbeing support, share with their team, and report stress and ill health as early as possible.

10. Equality, diversity and inclusion

- a) The Trust aims to grow inclusive teams in which you feel like you belong, we encourage a culture of learning from different points of view. We want to support you to be courageous and to overcome bias and challenge prejudice.



- b) We are a Level 3 Disability Confident Leader. We go the extra mile to make sure disabled people get a fair chance. As well as paid employment we offer work experience and apprenticeships for disabled people.

11. Use of technology

- a) The Trust is making increased use of computer technology. The majority of employees (both clinical and non-clinical) should expect to use automated information systems in their work in order to improve quality and coordination of services, and enable faster and more certain communication within the Trust. Necessary training will be provided.

12. No smoking policy

- a) SCFT operates a no-smoking policy, in line with government legislation. This applies to all staff, visitors and patients. It is a condition of employment for staff that they do not smoke whilst on duty or in uniform or anywhere on Trust premises. This includes electronic cigarettes.
- b) Whilst we do not discriminate against employing smokers, they are expected to adhere to this policy and all prospective employees should be aware of this.

13. Professional registration

- a) All employees who are required to be a member of a professional body are required to hold relevant registration and must comply with the standards and guidelines of their professional practice, education and conduct and must act at all times within the boundary of the code of conduct.

14. Infection prevention and control

- a) Infection prevention and control is everybody's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trust's Infection Prevention and Control Policy and make every effort to maintain high standards of infection prevention and control at all times thereby reducing the burden of healthcare-associated infections (HCAI).

15. Safeguarding children, young people and vulnerable adults

- a) SCFT is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults, and expects all staff and volunteers to share this commitment. Rigorous recruitment checks are carried out and successful applicants may be required to undertake an Enhanced Disclosure via the Disclosure and Barring Service (DBS).

16. Quality



scft_jobs



scft_jobs



scftjobs

- a) Excellent care at the heart of the community is our Trust vision. To make sure our care meets this high standard all staff must ensure that the three themes of quality care are provided in every encounter they have with our patients. The three themes are safe care, effective care, and patient-centred care.
- b) All staff, clinical and non-clinical, are expected to ensure that quality is a key consideration in all we do. This includes reviewing practice and being open to feedback on our performance, being open and honest, and seeking to identify, resolve, and appropriately escalate issues and risks.



PERSON SPECIFICATION

This person specification lists the requirements necessary to perform the job. Candidates will be assessed according to the extent to which they meet, or have the potential to meet the specification. It is therefore important that applicants pay close attention to all aspects of the person specification when deciding if their skills, experience and knowledge match these requirements.

Job title:	Clinical Scientist
Grade:	Band 7
Directorate:	Children's and Specialist Services
Division:	Chailey Clinical Services
Service:	Rehabilitation Engineering Service (0.6wte) & Chailey Communication Aid Service (0.4wte)

Criteria	Essential or desirable	Method of assessment
Qualifications and/or professional registration		
Registration or eligible for registration as a Clinical Scientist	E	A
Completion of 3 year STP clinical training scheme, or equivalent (in order to register with the HCPC as a Clinical Scientist).	E	A
First degree in an appropriate engineering subject	E	A
MSc/MPhil level qualification in relevant area	E	A
Professional membership of an Engineering Institution (eg IPPEM, IMechE, IET)	D	A
Experience		
Completion of STP Rehabilitation Engineering specialism or equivalent in order to register with HCPC as a clinical scientist	E	A/I
Experience of working with children, young people and adults with complex disabilities	E	A/I
Undertaken professional and scientific activities (e.g CPD portfolio, member of professional working party)	E	A/I

Criteria	Essential or desirable	Method of assessment
Team working (inc multidisciplinary) delivering clinical services	E	A/I
Independent problem solving including using mechanical engineering techniques	E	A/I
Supervising junior members of staff and leading the development of equipment.	E	A/I
Working to tight timescales	E	A/I
Provision of a range of specialist assistive technology (e.g postural management equipment, daily living equipment, EAT)	D	A/I
Practical experience of undertaking structured, formal research	E	A/I
Teaching and training experience	D	A/I
Working within and developing quality systems i.e. ISO 9001, ISO 13485 and EN 46001	D	A/I
Skills and knowledge		
Ability to work as an effective team member	E	A/I
Ability to work under pressure and stressful situations	E	A/I
Evidence of clinical engineering competence in areas related to Electronic Assistive Technology (EAT) and Assistive Technology (AT)	E	A/I A/I A/I
Working knowledge of 24 hour postural management	D	A/I
Report writing skills	E	A/I
Problem solving skills	E	A/I
Developed communication (both written and verbal) & interpersonal skills	E	A/I A/I

Criteria	Essential or desirable	Method of assessment
Able to work flexibly and prioritise work and those of other members of staff	E	A/I
Ability to organise own workload	E	
Teaching / training skills	E	A/I
Ability to work independently taking informed decisions	E	A/I
Ability to advise a wide range of disciplines and lay people on technical aspects of equipment produced	E	A/I
Confidence and competence in engineering skills & know when to seek assistance	E	A/I
Excellent interpersonal skills	E	
To convey complex information to staff of other disciplines and users/cares in a manner in which it is understood.	E	A/I
Able to communicate with clients who have physical, and/or learning and/or communication disabilities and their carers with tact and sensitivity	E	A/I
Technical problem solving skills with computer hardware/software	E	A/I
Understanding of health & safety procedures including COSHH. Medical device management	E	A/I
Knowledge of standard PC software packages e.g. Outlook, Word, powerpoint, excel	E	A/I
Knowledge of manufacturing using a range of techniques or materials (competent or prepared to undertake training to operate workshop machinery where required)	D	A/I
Knowledge & understanding of quality management systems	D	

Criteria	Essential or desirable	Method of assessment
Computer Aided Design (CAD) &/or Computer Aided Manufacture (CAM), 3d printing, scanning knowledge. Knowledge and experience of using risk management in all aspects of work	E	
Other requirements		
Clean driving licence. An element of this job may involve off site working	E	A/I

Good luck with your application!



scft_jobs



scft_jobs



scftjobs

Author's name:	
Version number:	
Reason for change:	<i>Please enter 'Not Applicable' if this is a new post.</i>
Date:	<i>Please enter the date this document was created or revised.</i>
Job evaluation number:	<i>Do not enter anything in this box. The number will be allocated by the HR administrator.</i>

