

**Cardiac Physiologist, Staff Grade**

**Job Specification, Terms & Conditions**

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| **Job Title and Grade** | **Cardiac Physiologist, Staff Grade***(Grade Code: 3867)* |
| **Campaign Reference** | SLIGO 0509 |
| **Closing Date** | 12 Noon on 26th December 2024 |
| **Proposed Interview Date (s)** | As soon as possible after closing date |
| **Taking up Appointment** | A start date will be indicated at job offer stage |
| **Location of Post** | **Sligo University Hospital, Health Service Executive (HSE) West** There is a permanent whole-time vacancy available in Cardiac Investigations Department, Sligo University Hospital. The successful candidate may be required to work in any service area within the vicinity as the need arises.A panel may be created as a result of this campaign for **Sligo University Hospital** from which current and future specified purpose vacancies of full time or part time duration may be filled. |
| **Informal Enquiries** | Orlagh Harrington, Chief II Cardiac Physiologist, Sligo University Hospital **Phone:** 071-9174610 Ext. 72801**Email:** Orlagh.Harrington@hse.ie |
| **Details of Service** | The West and North West region provides acute and specialist hospital and community services to the West and North West of Ireland – counties Galway, Mayo, Roscommon, Sligo, Leitrim, Donegal and adjoining counties.The region comprises of 7 hospitals across 8 sites:* [Letterkenny University Hospital (LUH)](https://saolta.ie/hospital/letterkenny-university-hospital)
* [Mayo University Hospital (MUH)](https://saolta.ie/hospital/mayo-university-hospital)
* [Portiuncula University Hospital (PUH)](https://saolta.ie/hospital/portiuncula-university-hospital)
* [Roscommon University Hospital (RUH)](https://saolta.ie/hospital/Roscommon%20University%20Hospital)
* [Sligo University Hospital (SUH)](https://saolta.ie/hospital/sligo-university-hospital) incorporating Our Lady’s Hospital Manorhamilton (OLHM)
* Galway University Hospitals (GUH) incorporating [University Hospital Galway (UHG)](https://saolta.ie/hospital/university-hospital-galway) and Merlin Park University Hospital

The region’s Academic Partner is NUI Galway.The region covers one third of the land mass of Ireland, it provides health care to a population of 830,000, employs over 20,000 staff **Vision**Our vision is to be a leading academic Hospital providing excellent integrated patient-centred care delivered by skilled caring staff.**Guiding Principles**Care - Compassion - Trust – LearningOur guiding principles are to work in partnership with patients and other healthcare providers across the continuum of care to:* Deliver high quality, safe, timely and equitable patient care by developing and ensuring sustainable clinical services to meet the needs of our population.
* Deliver integrated services across the Hospitals and communities, with clear lines of responsibility, accountability and authority, whilst maintaining individual hospital site integrity.
* Continue to develop and improve our clinical services supported by education, research and innovation, in partnership with NUI Galway and other academic partners.

Recruit, retain and develop highly-skilled multidisciplinary teams through support, engagement and empowerment. |
| **Mission Statement** | Patients are at the heart of everything we do. Our mission is to provide high quality and equitable services for all by delivering care based on excellence in clinical practice, teaching, and research, grounded in kindness, compassion and respect, whilst developing our staff and becoming a model employer.**OUR VISION STATEMENT** Our Vision is to build on excellent foundations already laid, further developing and integrating our Group, fulfilling our role as an exemplar, and becoming the first Trust in Ireland.**OUR GUIDING VALUES** **Respect** - We aim to be an organisation where privacy, dignity, and individual needs are respected, where staff are valued, supported and involved in decision-making, and where diversity is celebrated, recognising that working in a respectful environment will enable us to achieve more. **Compassion** - we will treat patients and family members with dignity, sensitivity and empathy.**Kindness** - whilst we develop our organisation as a business, we will remember it is a service, and treat our patients and each other with kindness and humanity. **Quality** – we seek continuous quality improvement in all we do, through creativity, innovation, education and research. **Learning** - we will nurture and encourage lifelong learning and continuous improvement, attracting, developing and retaining high quality staff, enabling them to fulfil their potential. **Integrity** - through our governance arrangements and our value system, we will ensure all of our services are transparent, trustworthy and reliable and delivered to the highest ethical standards, taking responsibility and accountability for our actions. **Teamworking** – we will engage and empower our staff, sharing best practice and strengthening relationships with our partners and patients to achieve our Mission. **Communication** - we aim to communicate with patients, the public, our staff and stakeholders, empowering them to actively participate in all aspects of the service, encouraging inclusiveness, openness, and accountability.*These Values shape our strategy to create an organisational culture and ethos to deliver high quality and safe services for all we serve and that staff are rightly proud of.*  |
| **Reporting Relationship** | The post holder will report to the Chief II Cardiac Physiologist and Consultant Cardiologist. |
| **Purpose of the Post**  | The successful candidate must be familiar with the techniques and range of equipment used in current medical practice for the diagnosis, treatment and care of Cardiac patients and be fully competent in performing and reporting all such investigations.  |
| **Principal Duties and Responsibilities** | * The person holding this post is required to support the principle that the care of the patient comes first at all times and will approach their work with the flexibility and enthusiasm necessary to make this principle a reality for every patient to the greatest possible degree.
* Maintain throughout the hospital awareness of the primacy of the patient in relation to all hospital activities.
* Performance management systems are part of role and you will be required to participate in the Group’s performance management programme.

This busy Cardiac Department carries out a comprehensive range of invasive and non-invasive cardiac investigations as outlined below. The post holder will be expected to demonstrate an appropriate level of knowledge and competence and be suitably qualified to perform/train in all of these areas.The Cardiac Physiologist, Staff Grade should be familiar with the techniques and range of equipment used in current medical practice for the diagnosis, treatment and care of cardiac patients including resuscitation equipment:* Resting ECG, performance, interpretation and analysis.
* Technician managed exercise stress testing (as per British Society protocols) performance. Interpretation and analysis for reporting.
* Ambulatory blood pressure monitoring and analysis.
* Ambulatory ECG monitoring and analysis.
* Event recorder monitoring and analysis.
* Adult Echocardiograph.
* Assisting Cardiologist with Transoesophageal echo.
* ICD/CRT follow-up.
* Loop recorder follow-up.
* Pacemaker follow - up to high standards to include AV optimisation etc.

**Professional/ Clinical** *The Cardiac Physiologist, Staff Grade will:** Carry out his/her duties to the appropriate level and under the appropriate supervision of the Leading Cardiac Physiologist and in cooperation with the Consultant Cardiologist or other persons designated by the Health Service Executive.
* Calibrate and maintain all equipment which includes sterilisation where necessary.
* Perform the procedure, report and highlight abnormal recordings.
* Carry out portable testing in some cases.
* Participate in in-patient care, preparation and reassurance of patient.
* Initiate and participate in dealing with medical emergencies including cardiac resuscitation.
* Be involved in the development of new procedures which may be introduced.
* Participate in the development of operational policy and best practice.
* Provide first line maintenance, electrical safety checking and calibration of equipment.
* Support nursing, medical and technical staff in the implementation of patient care involving technology.
* Have a clear appreciation of electrical safety requirements, and a clear understanding of potential sources of Macroshock and Microshock.
* Take responsibility for the care and cleanliness of all equipment and accessories used.
* Act for other staff in their absence as required.
* Adhere to departmental patient policies at all times.
* Follow instruction and directions given by Chief or Senior Physicist in relation to radiation protection.

**Administration** *The Cardiac Physiologist, Staff Grade will:** Be responsible for history-taking and interpretation to provide priority, co-ordination and delivery of service as per request forms.
* Be responsible for generating appointments as per departmental policy.
* Keep such records appropriate to his/her office as he/she may be required by the Health Service Executive.
* Engage in IT developments as they apply to service user and service administration

**Education and Training***The Cardiac Physiologist, Staff Grade will:** Update his/her knowledge and training accordingly as medical procedures change and developments are introduced.
* Contribute as required to the development of training program for established staff and external groups.
* Attend staff training programmes.
* Participate in the development of the continuous professional education program including the performance of national and /or international accreditation examinations provided by British Society of Echocardiography, NASPE, BPEG, or other programs as per departmental requirements.
* Be willing to mentor junior staff as and when required.
* Maintain a personal record of professional development.
* Keep up-to-date with developments within the organisation, HIQA and the Irish Health service.

**Health and Safety***The Cardiac Physiologist, Staff Grade will:** Provide a high standard of safe practice for patient care.
* Ensure adherence to established policies and procedures to ensure safe patient care.
* Ensure adherence to department policies in relation to the care and safety of any equipment supplied for the fulfilment of duty.
* Report accidents and incidents; participate in the investigation and remedial action.
* Be familiar with Hospital & Department Disaster Plans and implementation.
* Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etcand comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
* To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

**KPI’s*** The identification and development of Key Performance Indicators (KPIs) which are congruent with the Hospital’s service plan targets.
* The development of Action Plans to address KPI targets.
* Driving and promoting a Performance Management culture.
* In conjunction with line manager assist in the development of a Performance Management system for your profession.
* The management and delivery of KPIs as a routine and core business objective.

**PLEASE NOTE THE FOLLOWING GENERAL CONDITIONS:*** Employees must attend fire lectures periodically and must observe fire orders.
* All accidents within the Department must be reported immediately.
* Infection Control Policies must be adhered to.
* In line with the Safety, Health and Welfare at Work Act, 2005 all staff must comply with all safety regulations and audits.
* In line with the Public Health (Tobacco) (Amendment) Act 2004, smoking within the Hospital Buildings is not permitted.
* Hospital uniform code must be adhered to.
* Provide information that meets the need of Senior Management.
* To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

**Risk Management, Infection Control, Hygiene Services and Health & Safety*** The management of Risk, Infection Control, Hygiene Services and Health & Safety is the responsibility of everyone and will be achieved within a progressive, honest and open environment.
* The post holder must be familiar with the necessary education, training and support to enable them to meet this responsibility.
* The post holder has a duty to familiarise themselves with the relevant Organisational Policies, Procedures & Standards and attend training as appropriate in the following areas:
	+ Continuous Quality Improvement Initiatives
	+ Document Control Information Management Systems
	+ Risk Management Strategy and Policies
	+ Hygiene Related Policies, Procedures and Standards
	+ Decontamination Code of Practice
	+ Infection Control Policies
	+ Safety Statement, Health & Safety Policies and Fire Procedure
	+ Data Protection and confidentiality Policies
* The post holder is responsible for ensuring that they become familiar with the requirements stated within the Risk Management Strategy and that they comply with the Group’s Risk Management Incident/Near miss reporting Policies and Procedures.
* The post holder is responsible for ensuring that they comply with hygiene services requirements in your area of responsibility. Hygiene Services incorporates environment and facilities, hand hygiene, catering, cleaning, the management of laundry, waste, sharps and equipment.
* The post holder must foster and support a quality improvement culture through-out your area of responsibility in relation to hygiene services.
* It is the post holders’ specific responsibility for Quality & Risk Management, Hygiene Services and Health & Safety this will be clarified to you in the induction process and by your line manager.
* The post holder must take reasonable care for his or her own actions and the effect that these may have upon the safety of others.
* The post holder must cooperate with management, attend Health & Safety related training and not undertake any task for which they have not been authorised and adequately trained.
* The post holder is required to bring to the attention of a responsible person any perceived shortcoming in our safety arrangements or any defects in work equipment.
* It is the post holder’s responsibility to be aware of and comply with the HSE Health Care Records Management/Integrated Discharge Planning (HCRM / IDP) Code of Practice.

**The above Job Specification is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.** |
| **Eligibility Criteria****Qualifications and/ or experience** | **Candidates must at the latest date of application:****1. Professional Qualifications, Experience, etc.**(a) Candidates must:1. Possess the BSc in Clinical Measurement from Dublin Institute of Technology.

**OR**1. Possess the BSc in Clinical Measurement from Technology University (TU Dublin).

**OR**1. Possess an equivalent relevant scientific qualification (Level 8) as confirmed by the Irish Institute of Clinical Measurement Science (IICMS).

 **OR**1. (A) Possess the certificate in Medical Physics and Physiological Measurement (MPPM) from Dublin Institute of Technology.

 **OR** (iv) (B) An equivalent scientist qualification as confirmed by the Irish Institute of Clinical Measurement science awarded in or before 2005. **(See note 1\*)** **And**(b) Candidates must have the requisite knowledge and ability (including a high standard of suitability and professional ability) for the proper discharge of the duties of the office.**Note 1\*****In exceptional cases, where the IICMP are not in a position to validate pre 2005 qualifications, the clinical measurement physiologist’s experts on the eligibility / selection board may, at their discretion, deem as eligible.** **HSE Applicants who are currently employed as Clinical Measurement Physiologists, And who were employed in or before 2005, on the presentation of proof of their qualification/s that was acceptable on the commencement of their employment.** 2**. Health**A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. **3. Character**Each candidate for and any person holding the office must be of good character. |
| **Post Specific Requirements** | Demonstrate depth and breadth of experience in performing and interpretation of ECG, Exercise Stress Testing, Analysis of Holter and 24 hour BP as well as competent in analysis of data in relation to Pacemaker/ICD/Loop recorders.  |
| **Other requirements specific to the post** | Access to appropriate transport to undertake duties in the community care setting such as cardiac diagnostics in the community.  |
| **Skills, competencies and/or knowledge** | *The Staff Grade Cardiac Physiologist will demonstrate:***Professional Knowledge & Experience** *For example:** Sufficient theoretical, practical, and clinical knowledge to carry out the duties and responsibilities of the role.
* Sufficient experience and knowledge to carry out the duties and responsibilities of the role in a competent and safe manner.
* Computer skills and a willingness to develop IT skills relevant to the role.
* A commitment to continuous professional development.

**Planning and Organising Skills***For example:** Effective planning and organising skills; the ability to plan and deliver services in an effective and resourceful manner within a model of person-centred care.
* The ability to manage self in a busy working environment; effectively managing deadlines and multiple tasks.
* An ability to foresee potential problems or competing priorities and take appropriate action.
* An awareness of the need for value for money and a sense of accountability for budgets.

**Team Player** *For example:** The capacity to work independently as well as part of a multidisciplinary team.
* Effective team skills; understanding and valuing individuals and their respective professional roles.
* The ability to both give direction / feedback, and take direction / feedback from others.

**Commitment to providing a Quality Service***For example:** A commitment to providing a high-quality service.
* An awareness of the primacy of the patient in relation to all hospital activity and the importance of providing a high quality, person-centred service.
* Motivation and an innovative approach to job and service developments, is flexible and open to change.

**Evaluating Information and Judging Situations** *For example:** The ability to evaluate information, solve problems and make effective decisions especially regarding service user care.
* Integrity; ensures that professional, ethical and safety factors are fully considered in decisions.
* The ability to communicate decisions comprehensively and ensure that the relevant people understand how to implement them.
* Sound clinical and professional judgement consistent with accepted models of practice.

**Communications and Interpersonal Skills***For example:** Effective communication and interpersonal skills including the ability to present information in a clear and concise manner.
* Demonstrate the ability to build and maintain relationships with a variety of stakeholders.
* The ability to empathise with and treat others with dignity and respect.
* Sensitivity to issues arising from multiple stakeholders, is patient and understanding in dealing with others.
* Good negotiation skills and is assertive as required.
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| **Campaign Specific Selection Process****Ranking/Shortlisting / Interview** | A ranking and or shortlisting exercise may be carried out on the basis of information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore it is very important that you think about your experience in light of those requirements. Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process. Those successful at the ranking stage of this process (where applied) will be placed on an order of merit and will be called to interview in ‘bands’ depending on the service needs of the organisation. |
| **Code of Practice** | The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA). The Code of Practice sets out how the core principles of probity, merit, equity and fairness might be applied on a principle basis. The Code also specifies the responsibilities placed on candidates, facilities for feedback to applicants on matters relating to their application when requested, and outlines procedures in relation to requests for a review of the recruitment and selection process and review in relation to allegations of a breach of the Code of Practice. Additional information on the HSE’s review process is available in the document posted with each vacancy entitled “Code of Practice, information for candidates”.Codes of practice are published by the CPSA and are available oin the document posted with each vacancy entitled “Code of Practice, information for candidates” or on [www.cpsa.ie](http://www.cpsa.ie). |
| The reform programme outlined for the Health Services may impact on this role and as structures change the job description may be reviewed.This job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned. |



**Cardiac Physiologist, Staff Grade**

**Terms and Conditions of Employment**

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| **Tenure**  | The current vacancy available is permanent and whole-time.  The post is pensionable. A panel may be formed from this recruitment campaign and future temporary or specified purpose vacancies of full time or part time hours will be filled from this panel. The tenure of these posts will be indicated at “expression of interest” stage.Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointments) Act 2004 and Public Service Management (Recruitment and Appointments) Amendment Act 2013. |
| **Remuneration**  | The salary scale for the post is (as at 01/10/2024): €42,838 – €45,070 – €47,089 – €48,006– €49,020 – €51,691 – €53,351 – €55,050 – **€59,287– €63,477 LSI’s**  |
| **Working Week** | The standard working week applying to the post will be confirmed at Job Offer Stage.HSE Circular 003-2009 “Matching Working Patterns to Service Needs (Extended Working Day / Week Arrangements); Framework for Implementation of Clause 30.4 of Towards 2016” applies. Under the terms of this circular, all new entrants and staff appointed to promotional posts from Dec 16th 2008 will be required to work agreed roster / on call arrangements as advised by their line manager. Contracted hours of work are liable to change between the hours of 8am-8pm over seven days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement (Implementation of Clause 30.4 of Towards 2016). |
| **Annual Leave** | The annual leave associated with the post will be confirmed at Job Offer Stage. |
| **Superannuation** | This is a pensionable position with the HSE. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004. |
| **Probation** | Every appointment of a person who is not already a temporary officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71. |
| **Protection of Persons Reporting Child Abuse Act 1998** | As this post is one of those designated under the Protection of Persons Reporting Child Abuse Act 1998, appointment to this post appoints one as a designated officer in accordance with Section 2 of the Act.  You will remain a designated officer for the duration of your appointment to your current post or for the duration of your appointment to such other post as is included in the categories specified in the Ministerial Direction. You will receive full information on your responsibilities under the Act on appointment. |
| **Infection Control** | Have a working knowledge of Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. |
| **Health & Safety** | It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS). Key responsibilities include:* Developing a SSSS for the department/service[[1]](#footnote-1), as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work.
* Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection.
* Consulting and communicating with staff and safety representatives on OSH matters.
* Ensuring a training needs assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee.
* Ensuring that all incidents occurring within the relevant department/service are appropriately managed and investigated in accordance with HSE procedures[[2]](#footnote-2).
* Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate.
* Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example.

**Note**: Detailed roles and responsibilities of Line Managers are outlined in local SSSS.  |

1. A template SSSS and guidelines are available on the National Health and Safety Function/H&S web-pages [↑](#footnote-ref-1)
2. See link on health and safety web-pages to latest Incident Management Policy [↑](#footnote-ref-2)