

Job Description

Specialist Clinical Physiologist (Cardiac)

Medical Outpatients Department

Position Title:	Clinical Physiologist (Cardiac)
Organisation Unit:	Medical Outpatients Department
Location:	Whangarei Hospital, Te Whatu Ora – Health New Zealand Te Tai Tokerau (Te Whatu Ora)
Responsible to:	Clinical Nurse Manager, Medical Outpatients Department, Te Whatu Ora
Primary Functions of the Position:	<p>The Clinical Physiologist (Cardiac / Pacing) provides a specialist level of care and expertise both in direct care delivery and support to other staff. The Specialist Clinical Physiologist demonstrates highly developed specialist practical and theoretical knowledge within the specialty/sub-specialty area/s; including knowledge and application of all modalities in the area and working primarily in a specific area of practice with a focus on care delivery. The Specialist Clinical Physiologist contributes to the profession through the application of contemporary, evidence-based practice and policy that contributes to developing and implementing a high-quality service in the area of specialty.</p> <ul style="list-style-type: none"> • Provide specialist clinical practice within the nominated area of Pacing and all associated procedures and implement evidence-based standards of practice • Lead the development of local pathways, protocols and guidelines within the specific area of practice • Provide clinical teaching and support to all relevant stakeholders including patients/clients, family whanau, staff and students and other health professionals. • Evaluate service requirements and implement clinical research and audits relevant to the area of practice • Provide specialist clinical resource within the area of specialty

Functional Relationships

The Specialist Cardiac Physiologist will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none"> • Head of Department of Medicine • Physicians/Cardiologists/Hospital Specialists • Clinical Nurse Manager 	<ul style="list-style-type: none"> • General Practitioners • Patients and their Support People • Cardiac Physiologists and Cardiologists in other centres.

<ul style="list-style-type: none"> • Cardiac Clinical Nurse Specialist (CNS) • Cardiac Physiologists • Sonographers • Cardiac Specialty Clinical Nurses (SCN) • Echo and Cardiac Booking Clerk and other clerical staff 	
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Key Responsibilities and Expected Outcomes

Te Whatu Ora has established a set of values by which the organisation will respond, in part, to achieving its goals and objectives through their workforce. The following Values and supporting statements are expected behaviours of each individual employed with Te Whatu Ora:

Values	Supporting Statement
Tāngata i te tuatahi People First	He whakapapa, he mokopuna, he tamariki, he mātua, he tūpuna. He aha te mea nui. He tāngata, he tāngata, he tāngata Our people are central to all we do
Whakaute (tuku mana) Respect	He whakaaro nui ki ētahi atu We treat others as they would like to be treated
Manaaki Caring	Ko te manaaki – he whāngai, he kākahu, he ropiropi. Akona e te whānau whānui We nurture those around us, and treat all with dignity and compassion
Whakawhitiwhiti Kōrero Communication	Whakawhitiwhiti kōrero i runga te tika, te pono me te We communicate openly, safely and with respect to promote clear understanding and aroha
Te Hiranga Excellence	Kia kaha, kia māia, kia manawa nui Our attitude of excellence inspires confidence and innovation

The position of Specialist Cardiac Physiologist encompasses the following major functions or key result areas:

- Te Tiriti o Waitangi
- Specialist Clinical Practice
- Clinical Leadership
- Professional Governance
- Quality Improvement
- Administration
- Health and Safety
- Privacy & Confidentiality

The outcome requirements of the above key responsibility areas are outlined below:

Key Responsibility Area	Expected Outcomes
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Contribute to the promotion of the articles and principles of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for their health and independence, within Te Whatu Ora management processes and procedures • Include the articles and principles of Te Tiriti o Waitangi within all aspects of the role and its outcomes • Ensure that consultation and engagement processes include appropriate mechanisms to meet the need of Māori in a culturally appropriate and safe manner • Attend the Te Whatu Ora Te Tiriti o Waitangi Training
Specialist Clinical Practice	<ul style="list-style-type: none"> • Mastery level of practice demonstrating strong evidence-based practice commensurate with ‘expert in the field’ • Demonstrates ability to apply expert clinical competence to a highly advanced level of complexity in a defined clinical area within recognised scope of practice • Demonstrates a high level of clinical reasoning that shows intuitive understanding of each situation and identifies the accurate region of the problem without unnecessary consideration of a wider range of unproductive, alternative diagnoses and solutions • Ability to critique and analyse multiple sets of detailed and advanced clinical and technical information and make clinical decisions based on the results • Undertakes complex troubleshooting in relation to materials and equipment for investigations and procedures • Provides detailed expert clinical analysis of investigations providing full and comprehensive reports and advising on appropriate action and/or referring as appropriate. • Identifies and contributes to initiatives to improve health outcomes for Māori and Pacifica populations within the area of specialty • Demonstrates an ability to lead and work effectively within a clinical team
Clinical Leadership	<ul style="list-style-type: none"> • Provides clinical leadership to optimise health outcomes of patients/clients within the area of specialty • Provides expert technical support to others during highly complex investigations and procedures and undertakes trouble shooting, including in relation to materials and equipment • Acts as an expert clinical resource person on complex issues at local/regional/national and possibly international levels, guiding practice and assessing competence to meet the clinical needs of the service • Acts as a specialist clinical resource providing guidance, advice and education to patients/clients, family/whanau, trainees, staff and the interprofessional team within specialty area of practice. • Demonstrates a high level of clinical leadership in the development of professional standards, guidelines and competencies in the specialty area

Key Responsibility Area	Expected Outcomes
Professional Governance	<ul style="list-style-type: none"> • Maintains advanced clinical, cultural, and professional standards and competencies • Adheres to clinical, organisational and professional body standards of practice and code of ethics including credentialing, supervision and peer review • In partnership, fulfils your own responsibilities within organisations performance review process • Leads by example professional conduct and model organisational values • Demonstrates flexible working, skilled time management and organisational skills to meet service needs
Quality Improvement	<ul style="list-style-type: none"> • Develops and maintains high quality service delivery in line with operational and strategic direction • Monitors clinical outcomes / indicators specific to area of specialty • Leads, facilitates, and demonstrates commitment to continuous quality improvement activities utilising contemporary methodologies • Supports and facilitates practice development and clinical project work • Ensures contemporary practice is in line with competency frameworks, Professional Standards of Practice, National and International standards, and best available evidence • Understands and works within the organisations quality framework to develop clinical policies, pathways, protocols, and guidelines • Identifies risks relevant to the clinical speciality and takes a problem-solving approach to risk mitigation
Administration	<ul style="list-style-type: none"> • That all the cardiac departmental areas are functional at all times, equipment is operational, clean and safe and that supplies are available at appropriate levels and accessible locations • Actively participate in providing services to the peripheral hospitals. Being prepared to fly or drive to peripheral hospitals for clinics as required. • Participate in day to day activities of the Cardio-Respiratory aspects of the Medical Outpatients Department as appropriate. • To maintain the equipment, records, daily work plan and the general tidiness of all examination areas worked within.
Health & Safety	<ul style="list-style-type: none"> • Observe and promote safe work practices, rules and instructions relating to work, and be pro-active in hazard management • Willingly co-operate in the achievement of all health and safety goals and initiatives by: <ul style="list-style-type: none"> • Practicing and observing safe work methods; • The use of safety equipment; • Reporting unsafe conditions or equipment; and • Reporting and documenting all accidents or incidents

Key Responsibility Area	Expected Outcomes
Privacy and Confidentiality	<ul style="list-style-type: none"> Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Privacy Policies and Procedures of Te Whatu Ora Complete mandatory induction training on Privacy responsibilities

Variation of Duties

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities may be amended from time to time, in consultation with the employee, to meet any changing conditions and service requirements.

Person Specification

Education and Qualifications

Essential	Desirable
<ul style="list-style-type: none"> Relevant NZQA Level 8 in addition to entry level qualification New Zealand registration and current annual practising certificate Relevant certification in Pacing e.g. IBHRE (Pacing) or equivalent Membership of professional association 	<ul style="list-style-type: none"> Six+ years post qualification experience within the area of specialty i.e. cardiac physiology including equivalent of 4 years Pacing experience Relevant clinical post graduate Masters degree or equivalent Appropriate supervision training Clinical leadership training

Experience

Essential	Desirable
<ul style="list-style-type: none"> You will be an autonomous practitioner with ability to report independently Proven clinical leadership within the area of specialty A commitment to achieving equitable outcomes for Māori Proven experience providing adult teaching and knowledge of principles of adult learning Significant experience in practice and policy development Experience leading clinical research, audit and evaluation Excellent self-management and organisational skills Computer literacy in Microsoft Office and clinical applications 	<ul style="list-style-type: none"> Proven supervision within own profession and inter-professional staff Proven leadership skills Experience leading/supervising staff including an ability to facilitate change Knowledge of quality improvement principles and processes Experience in project management

Awareness and Understanding of

Essential	Desirable
<ul style="list-style-type: none"> • Te Tiriti o Waitangi and its application to the health setting • Privacy Act (2020) and Health Information Privacy Code (2020) • Health and Safety at Work Act 2015 	<ul style="list-style-type: none"> • Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996) • New Zealand Council of Healthcare Standards

Skills & Personal Attributes

Skills
<ul style="list-style-type: none"> • Excellent communication and interpersonal skills • Accurate reporting and analysis of diagnostic test • Analytical skills, adaptable, able to make judgments, uses initiative, ability to trouble-shoot.

Personal Attributes
<ul style="list-style-type: none"> • Willingness to travel by car and air • Team player, reliable and responsive • Hard working, determined, career focused, organized, high standards, responsible. • Able to cope under increased pressure and workload • Able to supervise and teach as required. • Ability to work independently and cooperatively in a multidisciplinary team. • Resourceful and resilient; able to apply critical thinking to solve complex problems • Ability to work constructively with others in order to resolve conflict • Strengths based, outcome and solution focused • Flexible and adaptable, able to help lead change • Honest and trustworthy • Constantly strives to build knowledge and skills

Performance Development Review

An initial review of performance will be conducted after three months, with an annual review thereafter.

An individual Development Plan will be developed to reflect the contribution this position is expected to make towards achieving the team's objectives and measures. Key result areas will be developed and agreed at this time.

Authorised by: _____

Signature: _____

Date: _____

Acceptance

Acceptance of the position implies acceptance of this position description.

Position Title: _____

Signature of
employee: _____

Date: _____