

Position Title	Specialist Clinical Physiologist Cardiac Implantable Electronic Devices (CIED)
Service Group	Medical Services
Team	Clinical Physiology
Reports to	Team Leader
Direct Reports	Yes
Authority Level	
Issue Date	July 2018
Approved By	

The Bay of Plenty District Health Board

The District Health Board's fundamental purpose is to work within the resources allocated to it, to improve, promote and protect the health of the whole population within its district, and to promote the independence of people with disabilities.

Vision: Healthy, thriving communities.

Mission: Enabling communities to achieve

Our Values: Compassion, All-one-team, Responsive, Excellence



The Bay of Plenty District Health Board (BOPDHB) is committed to the Treaty of Waitangi principles of Partnership, Participation and Protection, and to meaningful engagement in decision-making with Tangata Whenua at strategic, operational and service levels.

Delivering this commitment is through: the implementation of our He Pou Oranga Tangata Whenua Determinants of Health framework: respect for and promotion of our Kawa and Tikanga Māori; ensuring cultural safety; seeking to eliminate disparities in health between Māori and Non Māori.

All staff have a part to play in this commitment.

Primary Purpose

The post holder has a major role in the delivery of professional, highly skilled, efficient and high quality service to patients attending the Bay of Plenty District Health Board. He/she will work within a multi-disciplinary team, as an independent practitioner, contributing to the provision of this highly complex specialist service for patients of all ages.



Specialist Cardiac Physiologist in Cardiac Rhythm Management (CRM)	
Domain	Description
<p>Main Duties and Responsibilities</p> <p>Pacemaker (PM) / Implantable Cardiac Defibrillator (ICD) / Cardiac Resynchronisation Therapy (CRT) / Implantable Loop Recorder (ILR) Implantation – Pacemaker follow-up</p> <p>Implantable Cardiac Defibrillator follow-up</p> <p>Cardiac Resynchronisation Therapy Follow-up</p> <p>Temporary Pacing</p>	<ul style="list-style-type: none"> • Work in conjunction with Cardiologists and team during pacemaker implants ensuring optimal lead placement and settings are achieved before device is implanted. • Provides post implant patient and family education and sets up home monitoring where appropriate. • Detailed interrogation and analysis of pacemaker parameters and appropriate reprogramming as required in accordance to local and international guidelines. • Intervention by reprogramming to optimise pacemaker settings may be necessary in order to insure patient safety and battery longevity, which may improve the patient's quality of life. • Detailed interrogation and analysis of device parameters, including life threatening arrhythmias and preventative action taken to avoid inappropriate therapy and device optimisation. • Identifies and refers patients that may require support or reassurance with regards to CRM. • Interpreting data from the CRT devices to make sure the settings are optimal to resynchronise the heart. • May also be performed in emergency situations.
<p>Leadership and Direction</p>	<ul style="list-style-type: none"> • Further develops clinical leadership, planning and skills in training others and provides consultation to others within the team • Supports and facilitates practice development and clinical project work • The post holder is accountable for their own professional actions and reports whilst working within Professional Codes of Practice/Guidelines and policies and procedures. • Identifies risks relevant to the clinical speciality and takes a problem solving approach to risk mitigation. Contributes to development of clinical polices, pathways, protocols and guidelines at local and regional levels.
<p>Professional and Clinical Service Management</p>	<ul style="list-style-type: none"> • Makes significant contribution to the development of professional practice through research, audits and evaluation • Actively manages risk by monitoring actions of staff and enforce compliance with existing policies and procedures. • Acts as a specialist clinical resource person on complex issues at local/regional/national levels, guiding practice and assessing competence to meet the clinical needs of the service



<p>Service Delivery</p>	<ul style="list-style-type: none"> • Shows commitment to high quality practice with an emphasis on safe and efficient care. • He/she will be expected to supervise and train junior staff. • Responsible for rostering, stock ordering, equipment purchasing, as directed by Section Head. • Responsible for performing and reporting on complex and highly skilled procedures. • The post holder will be required to act on any acute, new or important findings from investigative results - i.e. new onset Atrial Fibrillation, a life threatening arrhythmia discovered on an ECG recording – and impacts this information and opinion to the patient and the referring consultant. Where the consultant is unavailable the post holder will have to inform other clinical staff that action for the patient's welfare is required. • The post holder must be able to perform complex investigation even during times of highly stressful and emotional situations, providing timely, full and factual reports and being able to convey these to all members of the patient care team. • The post holder may have to interrupt their work in order to perform urgent, procedures during normal working hours. • The post holder is required to respond to out of hours emergency calls on rare occasions. Here he/she must show great autonomy because they will be required to report and advise on the findings of these procedures in the absence of other trained colleagues. • Actively participates in strategic planning for the service.
<p>Qualifications</p> <p>Expected Professional Registrations</p>	<ul style="list-style-type: none"> • Relevant NZQA Level 8 qualification or equivalent BSc Health Sciences Clinical Physiology • Specialist qualifications eg.NASPE / IBRHE • APC CPRB • Member of the Society for Cardiopulmonary Technologists • Member of the Cardiac Society of Australia and New Zealand • Member of Heart Rhythm NZ
<p>Experience</p>	<ul style="list-style-type: none"> • 6 years' Postgrad experience to include all aspects of invasive and non-invasive cardiac clinical CIED responsibilities. • Highly developed specialist with practical and theoretical knowledge within CIED area proficient in all modalities within sub-speciality. • Performing as an independent practitioner, having clinical competence to adjust programming on pacemakers / ICD's when necessary but being part of a multidisciplinary team can call upon advice of colleagues.



	<ul style="list-style-type: none"> • Maintains the required number of procedures per annum based on National and International guidelines for all procedure types.
Skills	<ul style="list-style-type: none"> • Provides expert technical support to others during complex investigations-troubleshooting-re materials and equipment. • Highly skilled analytic and evaluative skills. • Ability to critique and analyse multiple sets of detailed and advanced clinical and technical information and make clinical decisions based on the results • Demonstrates a high level of clinical reasoning that shows intuitive understanding of each situation. • Undertakes complex troubleshooting in relation to materials and equipment for investigations and procedures.
<p>Communication Skills and Relationships</p> <p>Inter-departmental / Staff Communication</p> <p>External Communication</p>	<p>The post holder must have highly developed communication skills. These must be allied to an acute knowledge and understanding of the well-established forms of communication in order to provide complex information to other clinical staff in a knowledgeable and professional manner and convey the same information/results to patients and their relatives at a level that they can clearly understand.</p> <ul style="list-style-type: none"> • Daily communication, by phone, e-mail face to face with all levels of staff throughout the organisation in a concise, professional and reasonable manner • The post holder will be required to communicate complex findings from cardiac patients with ICD's/CRT/ pacemakers to Cardiologists / Heart failure nurse practitioners and other clinical consultants/colleagues. • Will liaise with cath lab staff and scheduling staff regarding patient referrals for outpatient appointments, and patient scheduling on theatre lists, in order that proper rostering of staff can be arranged. • The post holder will communicate with other health professionals with regards to patient's results they may have to act upon, where findings from routine follow up have discovered new findings such as poor HR control, new Atrial Fibrillation or congestion monitoring tools. • Will instruct patients by telephone on use of home monitoring equipment and the sending of information using telephone line or cellular signal. • Will liaise with pacemaker company representatives regarding troubleshooting devices and home monitoring. • Will liaise with external transferring cardiac centres to obtain information regarding patient's previous cardiac investigations and implantable device data to ensure the patients are transferred with full information.



	<ul style="list-style-type: none"> • Will instruct patients on what to expect postoperatively. Provide education written and verbally on all aspects of wound care management, driving and arm movement restriction. Perform in a manner to actively encourage their co-operation in order to achieve the best possible outcome/results from their procedure. • Will communicate to Non-English speaking patients/parents through an appropriate interpreter and respect and cultural or religious requirements. • Will show empathy and compassion with patients during highly emotional circumstances. • Initiate End of Life discussions where appropriate and refer to the Heart failure nurse or Cardiologist for formal documentation of discussions and plan. Maintain an open dialog of End of life discussions.
<p>Personal Characteristics</p>	<ul style="list-style-type: none"> • Motivated and enthusiastic • Approachable • Prioritising demands to provide safe and effective care. • Keeping up to date with the latest technology in order that the best possible service is provided to the patients. • Ensure to set aside time for training and study in order to maintain skills. • Good time management • Rising above interpersonal clashes within the department.
<p>Values</p>	<ul style="list-style-type: none"> • Demonstrates behaviours consistent with the BOPDHB CARE values.
<p>Physical Demands of the Job</p>	<ul style="list-style-type: none"> • Moving programmers onto wards and into small tight areas such as in intensive care areas where space is tight due to other vital machines surrounding patient. • Move cardiac machines in and out of lifts. • Has long hours of concentration during complex interventional sessions paying close attention to VDU screens watching for any abnormal rhythms. For most of this time heavy lead protective aprons may have to be worn. • Has occasional exposure to blood, body fluids. • Has constant exposure to working in artificial light. • Has constant exposure to VDU, during implant sessions and performing pacemaker follow up tests, • Has unpredictable break patterns and staff patterns. • During all cardiac investigations he/she will be expected to take precaution and adhere to Risk of Infection Control policies/guidelines in order to minimise the risks of injury and



/or cross contamination both to themselves and others.

Key Relationships

Internal	External
<ul style="list-style-type: none"> • Medical Professionals • Business Leader • Leadership Teams • Service Improvement • Maori Health 	<ul style="list-style-type: none"> • Medical Professionals Primary Care • Regional Team Leaders • Product Vendors • Health Alliance Team

You agree to demonstrate flexibility and a willingness to perform a variety of tasks to promote and support BOPDHB initiatives.

You are required to meet the Health and Safety at Work Act 2015 requirements as set out in the BOPDHB Health and Safety policies and protocols. This includes completing successfully any health and safety training provided by the BOPDHB.

You are required to maintain a standard of health which will allow for the performance of all duties and functions of the position. All BOPDHB sites are smokefree environments.

Health Practitioners Competence Assurance Act 2003

1. You are required to maintain your current competency based practicing certificate.
2. You must notify your Manager of any changes to scope or conditions on practice (determined by Regulatory Authority).
3. You must complete the requirements of any competency programme.
4. You must notify your employer of concerns relating to the risk of harm to the public of another health practitioner practicing below the required standard of competence.
5. Know the provisions of the HPCAA as the governing legislation.

Vulnerable Children Act 2014

Due to this position having contact with children and the BOPDHB's commitment to child protection, you will be subject to 'safety checks' under the Vulnerable Children Act at the time of hire and thereafter as per the relevant legislation.

Position Holders Declaration

I certify that I have read, understand, and agree to this position description.

Name:

Signature:

Date:





**Attitudes and behaviours
We want to see**

**Outcome
Everyone we come into
contact with will feel...**

**Attitudes and behaviours
We don't want to see**

C Compassion

Cares about other people. Has empathy and understanding. Is calm and reassuring. Protects people's dignity.

Treats everyone with respect regardless of their views, role or background. Value differences. Culturally competent.

Notices, acknowledges and appreciates people's efforts and achievements, gives praise, making people feel valued.

Cared for and respected

**Treated with respect
and cultural sensitivity**

Valued and engaged

Is rude, bullies, intimidates or humiliates. Creates anxiety. Doesn't act if someone's dignity is suffering.

Disrespectful, judgmental, makes assumptions about people. Gossips or talks behind people's backs. Rough behaviour.

Criticises people's efforts, takes people for granted, makes people feel undervalued, belittled or inadequate.

A All-one-team

Shares knowledge and information openly and honestly, clearly explains and updates people on what's happening.

Takes time to listen to others, is interested in their views. Invites people to ask questions and share concerns or ideas.

Involves patients, whānau and colleagues as equal partners. Builds teams and relationships to achieve the best outcomes.

Clear about what's happening

Listened to

Involved in a partnership model

Withholds knowledge and information, leaves people confused or in the dark.

Doesn't listen, talks over people, dismisses or puts people down, makes decisions without consultation.

Doesn't trust or involve people in things that affect them. Excludes, overrides, micro manages.

R Responsive

Friendly, polite, approachable, warm. Introduces themselves. Creates a happy environment. Smiles when appropriate.

Shows kindness. Is attentive to people's needs, supportive, helpful and willing. Often goes the extra mile for people.

Respects people's time. Plans ahead and co-operates so things run smoothly. Looks for efficient ways of doing things.

Positively welcomed

**Supported, so they would want
to be cared for or work here**

**We are flexible and efficient,
and use resources wisely**

Ignores people, snappy or aggressive tone of voice or behaviours, 'rushing' and saying "I'm too busy".

Passes the buck, says "it's not my job", unsupportive, does not take responsibility and leaves work for others.

Often late. Leaves people waiting unnecessarily or puts people under pressure with unrealistic timeframes.

E Excellence

Chooses to take a positive, will-do attitude. Looks for solutions. Uses positive words and actions to good effect.

Aims for the best results, always learning, developing skills, knowledge, and ways of doing things, and helping others to.

Consistently follows agreed, safe, best-practice.

Seeks, welcomes and gives constructive feedback, speaks up when they have a concern, coaches others' behaviour.

**Part of a positive culture
of high achievement**

Things are always improving

Safe

**We are role models who
are open to feedback**

A negative attitude, often moaning, complaining or grumpy. Focuses on problems.

Assumes they know best, resists change, not interested in learning or developing. Happy with 'good enough'.

Inconsistent, cuts corners, closed to new evidence.

Blames. Closed to feedback. By not speaking up about poor behaviour or unsafe practice they condone it.

