

Clinical Cardiac Physiologist – Trainee

1. PURPOSE OF POSITION

The Trainee Clinical Cardiac Physiologist will:

- Learn to perform quality physiological measurements in a variety of diagnostic tests, while working under the supervision of Clinical Physiologists
- contribute to the development and maintenance of a quality service through ongoing audit, quality assurance and evidence-based research;
- Successfully undertake study towards Clinical Cardiac Physiologist Post Graduate qualification.

2. ORGANISATIONAL VALUES

Te Whatu Ora Taranaki our mission (Te Kaupapa) is improving, promoting, protecting and caring for the health and well-being of the people of Taranaki. Te Whatu Ora Taranaki values define who we are as an organisation, the way we work with each other, our patients, whanau and external partners. Our Te Ahu Te Whatu Ora Taranaki values are:

Partnerships	WHANAUNGATANGA	We work together to achieve our goals
Courage	MANAWANUI	We have the courage to do what is right
Empowerment	MANA MOTUHAKE	We support each other to make the best decisions
People Matter	MAHAKITANGA	We value each other, our patients and whanau
Safety	MANAAKITANGA	We provide excellent care in a safe and trusted environment

3. DIMENSIONS

Reports to:	Clinical Nurse Manager (CNM), Cardiology & Respiratory Outpatients Department (OPD).
Number of people reporting to you	-
Financial limits authority	-
Operating Budget	-

4. WORKING RELATIONSHIPS

External	Internal
Otago University Waikato Cardiology Department General Practitioners (GP) Te Rangimarie Hospice Other relevant external agencies including equipment and software providers	Associate Directors of Allied Health Director of Allied Health Maori Health CNM Cardiology & Respiratory OPD NM Medical Outpatients Inpatient & Intensive Care Unit (ICU) CNMs Referring Clinicians Physiologist Cardiac Sonographers Radiology dept Physiologist Professional Lead Community Ambulatory Staff Surgical and Medical Service Leads

5. ACCOUNTABILITIES

Key area of responsibility	Expected outcomes
1.To learn and assist with providing excellence in technical services so that patients may receive optimum care and treatment	<ul style="list-style-type: none"> • To learn to perform quality physiological measurements in the following areas: • Diagnostic Coronary Angiography • Holter, Event Recording and • Ambulatory Blood Pressure Monitoring • Pacemaker Monitoring/ICD/ILR • Electrocardiography, Exercise Electrocardiography • Spirometry and Lung Function
2. Responsibilities for Training and Development	<ul style="list-style-type: none"> • Sharing of knowledge and skills with others; • The provision of clinical and technical support for other junior members of the team; • Discussion, participation and implementation of clinical audits with Radiology/specialties. Preparation and presentation of audits for clinical audit meetings and external professional meetings; • Assistance in the development of new protocols and review/update existing company protocols in line with the Operations Manager and Radiologists and current best practice.; • Ensuring keeping up with own study and CPD.

Clinical Cardiac Physiologist - Trainee

	<ul style="list-style-type: none"> • Identification of own training needs and reporting of these to Operations Manager.
--	--

Organisational Accountabilities	Expected Outcome for all Employees
Health Equity	<p>Te Whatu Ora Taranaki strives to eliminate health inequalities and achieve health equity for the Taranaki population. In practical terms this means all staff are required to implement relevant health equity policies, procedures, approaches and guidelines issued from time to time including:</p> <ul style="list-style-type: none"> • The Pae Ora Framework which requires: <ul style="list-style-type: none"> ○ Demonstrating the principles of Tino Rangatiratanga, Equity, Active Protection, Options and Partnership under the Te Tiriti o Waitangi; ○ improving understanding of the determinants of ethnic inequalities in health, in particular the “Drivers of ethnic inequalities in health” and the “Pathways to Inequalities” both of which are referenced in the Te Whatu Ora Taranaki Pae Ora Framework; ○ Ensuring Health Equity assessment is embedded into your practise where services, policies or programmes are expected to improve outcomes for Māori; ○ Effectively implementing health equity approaches outlined for Health Professionals in “Equity of Health Care for Maori: A Framework” published by the Ministry of Health to support He Korowai Oranga Refresh 2014, national Maori Health Strategy; ○ Ensuring appropriate health literacy responses are used for effective engagement with Māori; • You must ensure accurate ethnicity data is collected or held for patients and clients you interact with by following the Te Whatu Ora Taranaki Ethnicity Data Collection Policy and procedures; • You must attend the Cultural Competency training provided by and for staff of the Te Whatu Ora Taranaki including Treaty of Waitangi workshop, General/Clinical Refreshers, Engaging Effectively with Maori and any other training identified as essential for staff.
Health and Safety	<ul style="list-style-type: none"> • Maintains a safe and healthy environment

Clinical Cardiac Physiologist - Trainee

Organisational Accountabilities	Expected Outcome for all Employees
	<ul style="list-style-type: none">• Complies with health & safety policies and procedures• Carries out work in a way that does not adversely affect their health and safety or that of other workers• Complies with procedures and correctly use personal protective equipment and safety devices provided• Contributes to hazard identification and management process• Reports accurately near misses/incidents/accidents in a timely manner• Participates in health and safety matters
Personal Development	<ul style="list-style-type: none">• Fully contributes to the individual's team performance and is committed to identify and pursue opportunities for developing new knowledge and skills.• Participates in the performance appraisal process where personal performance and development is reviewed.• Willing to accept new responsibilities, acquire and demonstrate relevant new knowledge.

6. VARIATION TO 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 can be amended from time to time either by additional, deletion or straight amendment to meet any changing conditions, however this will only be done in consultation with the employee.

7. CAPABILITY REQUIREMENTS

Capabilities are the behaviours demonstrated by a person performing the job. Capabilities identify what makes a person most effective in a role. Those listed below are expected for the Cardiology and Respiratory Dept team roles in the organisation. The required capabilities can change as the organisation develops and the roles change.

Capability
<p>Effective Communication</p> <p>Shares well thought out, concise and timely information with others using appropriate mediums. Ensures information gets to the appropriate people within the organisation to facilitate effective decision making</p>
<p>Decision Making/Problem Solving</p> <p>Demonstrates effective and timely decision making/problem solving techniques. Aware of the impact of decisions on key stakeholders and consults as appropriate utilizing available resources. Is proactive and effective when problem solving is required.</p>
<p>Innovation/Initiative</p> <p>Continually strives for new and improved work processes that will result in greater effectiveness and efficiencies. Questions traditional ways of doing things when choosing a course of action or finds new combinations of old elements to form an innovative solution.</p>
<p>Resilience/Flexibility</p> <p>Articulates differing perspectives on a problem and will see the merit of alternative points of view. Will change or modify own opinions and will switch to other strategies when necessary. Adjusts behaviour to the demands of the work environment in order to remain productive through periods of transition, ambiguity, uncertainty and stress.</p>
<p>Cultural Safety</p> <p>Demonstrates a commitment to cultural safety by meeting and exceeding the cultural needs of clients/customers/colleagues. Manages cultural ambiguity and conflicting priorities well. Understands concepts of whanaungatanga and manaakitanga and Maori cultural orientation to whanau, hapu and iwi.</p>
<p>Teamwork</p> <p>Works to build team spirit, facilitates resolution of conflict within the team, promotes/protects team reputation, shows commitment to contributing to the teams success</p>

Clinical Cardiac Physiologist - Trainee

8. EDUCATION

Bachelor Degree in a Health Science/Physiology.
Be undertaking PGDip Med Tech, endorsed in Cardiology.

9. SKILLS

Excellent interpersonal skills: communication, team effectiveness, conflict resolution and ability to work collaboratively.
Excellent time management skills, including initiative and flexibility.
Computer literacy with relevant programmes.
A sound knowledge of Quality Assurance and accreditation principles.
Demonstrated ability to maintain confidentiality.

10. EXPERIENCE

Trainee Physiologist working closely alongside Physiologists/Sonographers.
Ability to work supervised and the ability to make sound clinical decisions.