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| **Job Specification; Sample Content****Respiratory Physiologist, Senior (3010)** |
| **The following template provides sample content for the above role.** **Please refer to the latest National Job Specification Template on the HSE Job Specification Repository to create your full and final version.** |
| **Reporting Relationship** | ***For Example:*** The post holder will report to the Chief II Respiratory Physiologist. |
| **Purpose of the Post**  | ***For Example:*** The Senior Respiratory Physiologist will support the provision of a comprehensive respiratory physiology service. |
| **Principal Duties and Responsibilities** | ***For Example:*** *The Respiratory Physiologist, Senior will:***Clinical / Professional*** Operate within the scope of practice of the Irish Institute of Clinical Measurement Science (IICMS) and in accordance with relevant legislation and local guidelines.
* Ensure that professional standards are maintained in relation to confidentiality and ethics.
* Engage in modernisation and implement change according to best international practice.
* Be responsible for the co-ordination and delivery of service in their assigned area.
* Carry out daily duties of the Respiratory Lab including making appointments, dealing with queries, filling reports and record keeping, patient education, history taking and interpretation of request forms.
* Participate in patient care i.e. participating in procedures, encouraging and reassuring the patient.

**[Delete / Include the bullets below or insert other procedures, where relevant]*** Conduct a full range of standard non-invasive respiratory diagnostic tests including:
* Spirometry
* Reversibility studies.
* Lung Volumes by Gas Dilution Methods.
* Lung Volume by Body Plethysmography.
* Diffusing Capacity of the Lungs for Carbon Monoxide (DLCO).
* Tests of respiratory muscle function including Maximum Inspiratory (MIP) and Expiratory Pressures (MEP), and Sniff Nasal Inspiratory Pressure (SNIP) testing.
* Fractional Exhaled Nitric Oxide (FeNo) & Indirect Calorimetry.
* Conduct invasive respiratory diagnostic tests including:
* Bronchoprovocation Challenges.
* Skin Allergy Tests.
* Cardiopulmonary Exercise Testing (CPET).
* Hypoxic Challenge.
* Assist in the Sleep service and the non-invasive ventilation:
* Conduct and supervise overnight diagnostic Polysomnography (Full and Limited studies & Multiple Sleep Latency Tests (MSLTs).
* Assess and set up patients for overnight titration studies on nasal Continuous Positive Airway Pressure (CPAP) therapy.
* Analysis / scoring of studies and report preparation.
* Perform required procedures, reporting and highlighting abnormal or inconsistent results.
* Participate in quality control programs to ensure accurate and reproducible results.
* Keep up to date with department quality assurance protocols.
* Participate in regular audits as part of the multidisciplinary team in the Sleep / Pulmonary Department.
* Carry out daily maintenance, calibration and cleaning of equipment, sterilising and disinfecting all equipment according to manufacturers’ recommendations.
* Ensure the correct handling of hazardous materials e.g. special gas mixtures, chemicals, etc.
* Follow the program of infection control. Every effort must be made to prevent the spread of infection, and ensure that the equipment does not become contaminated.
* Participate in clinical research activity.
* Represent the department at meetings and conferences as appropriate.

**Education and Training*** Participate in mandatory training programmes.
* Participate in continuing professional development including in-service training, attending and presenting at conferences / courses relevant to practice, contributing to research etc.
* Update knowledge and training accordingly as medical procedures change and developments are introduced.
* Engage in support with peer Respiratory Physiologists and participate in performance review.
* Ensure newly qualified staff have adequate induction and clinical supervision.
* Manage, participate and play a role in the practice education of students.
* Engage in the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate.

**Quality, Risk Management, Health & Safety*** Implement policies, procedures and safe professional practice by adhering to the relevant legislation, regulations and standards.
* Promote a safe working environment in accordance with health and safety legislation.
* Adhere to department policies in relation to the care and safety of any equipment supplied for the fulfilment of duty.
* Actively participate in risk management issues, adequately identifies, assesses, manages and monitors risk within their area of responsibility.
* Document appropriately and report any near misses, hazards and accidents and bring them to the attention of the relevant person(s).
* Report any adverse incidents in accordance with organisational guidelines.
* 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 etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
* Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.

**Management*** In collaboration with the Chief Respiratory Physiologist, develop and implement services / business plans, quality initiatives, audits etc. and report on outcomes.
* Be responsible for the co-ordination and delivery of service; review and allocate resources in collaboration with relevant others.
* Ensure that staff in the department arrange and carry out duties in a timely manner, and in line with local policy guidelines.
* Promote quality by reviewing and evaluating service regularly, identifying changing needs and opportunities to improve services, in collaboration with the Chief Respiratory Physiologist and relevant others.
* Promote good working practice and uniformity of standards of best practice.
* Promote good team working, and a culture that values diversity.
* Supervise staff, prioritising and allocating work and promoting positive staff morale and team working in conjunction with the Chief Respiratory Physiologist.
* Liaise with the Chief Respiratory Physiologist regarding the needs, interests and views of staff.
* Participate in the management of stock and equipment in conjunction with the Chief Respiratory Physiologist.
* Represent the department at meetings and conferences as appropriate.
* Oversee the upkeep of accurate records in line with best clinical governance, organisational requirements, GDPR and the Freedom of Information Act, and render reports and other information / statistics as required.
* Engage in IT developments as they apply to service users and service administration.
* Keep up to date with developments within the organisation and the Irish Health Service.

**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 them from time to time and to contribute to the development of the post while in office.**  |
| **Skills, competencies and/or knowledge** | ***For Example:*** *The Senior Respiratory Physiologist will demonstrate:***Professional Knowledge & Experience** *For example:** Sufficient theoretical, practical, and clinical knowledge to carry out the duties and responsibilities of the role and to develop, maintain, monitor and evaluate new and emerging trends.
* The necessary experience and knowledge to carry out the post in a competent and safe manner e.g.
* have sufficient technical knowledge to operate equipment.
* proficiency in cardiopulmonary resuscitation techniques.
* Up-to-date knowledge of best practice in delivering a quality service in accordance with relevant legislation and standards.
* Evidence of computer skills and a willingness to develop IT skills relevant to the role.
* A commitment to continuous professional development.

**Planning and Managing Resources** *For example:** The ability to effectively plan and manage resources, ensuring value for money and maximum benefit for the organisation within a model of person-centred care.
* The ability to effectively manage large workloads, monitoring progress to ensure deadlines are met and reprioritising as required.
* Flexibility in responding to changing service demands, being adaptable & able to work well under pressure.

**Managing and Developing (Self and Others)***For example:** Ability to work independently as well as part of a multidisciplinary team.
* Leadership and management ability including the ability to manage a team and facilitate staff development by providing support such as supervising, mentoring, coaching and formal development planning.
* An ability to adapt their management style to suit the demands of the situation and the people involved.

**Commitment to providing a Quality Service***For example:** A commitment to the provision of a high-quality service.
* An awareness and appreciation of the service user and an ability to empathise with and treat others with dignity and respect.
* Innovation including the ability to effectively challenge existing practices and procedures in developing and improving services to patients.
* An openness to change and support others through the implementation of change.
* Motivation and initiative

**Evaluating Information and Judging Situations** *For example:** Sound clinical and professional judgement consistent with accepted models of practice.
* Experience of gathering, interpreting, analysing /evaluating information to make well informed decisions.
* A proven ability to solve problems / develop solutions to complex situations and make effective decisions especially regarding service user care.
* An ability to communicate decisions comprehensively and ensure that the relevant people understand how to implement them.

**Communications and Interpersonal Skills***For example:** Effective communication skills including the ability to present information in a clear and concise manner.
* Strong interpersonal skills; building and maintaining relationships and understanding and valuing individuals and their respective professional roles.
* Sensitivity, diplomacy and tact when dealing with others

Strong negotiation skills, remains firm but flexible when putting forward a point of view |