

Join us at UHB



Building healthier lives

Welcome from our CEO

Jonathan Brotherton



Dear Candidate,

Thank you for your interest in working with us here at University Hospitals Birmingham NHS Foundation Trust (UHB).

Please take some time to read through this application pack to gain a better understanding of our Trust in general, this role in particular, and why UHB is a great place to work.

UHB is one of the largest teaching hospital trusts in England, serving a local, regional, national, and international population. We employ around 22,000 colleagues and are committed to investing in your training, development, health and wellbeing and future career with us.

We see and treat more than 2.2 million patients every year across our four hospital sites - Good Hope, Heartlands, Queen Elizabeth Hospital Birmingham and Solihull Hospital - and through our community services and clinics. We are centres of excellence in many clinical specialties.

But it's not just our patients we invest in at UHB; we also invest in our staff. In fact, we believe we are defined by our people, not the state-of-the-art equipment or facilities we work out of. We have high standards and we want to build healthier lives for patients and our teams, wanting you to enjoy your job, and flourish in it.

To reinforce this commitment, we recently refreshed our values after hearing from over 1,400 colleagues about what made them proud to work at UHB

We will be:

Kind: the kindness that people show to each other every day

Connected: the connections we build with everyone around us

Bold: the ability to be bold in how we think, speak and act

We hope you find this pack useful and look forward to receiving an application from you for this role within our Trust.

Yours sincerely,

A handwritten signature in dark ink, appearing to read 'J Brotherton', written in a cursive style.

Jonathan Brotherton
Chief Executive Officer

JOB DESCRIPTION

Job Title	Highly Specialised Cardiac Physiologist
Pay Band	BAND 7
Department	CARDIOLOGY
Division	2
Reports to	DEPARTMENTAL MANAGER
Professionally Responsible to	HEAD OF DEPARTMENT

JOB SUMMARY

Provide highly complex specialist Clinical Cardiology diagnostic and therapeutic procedures to inpatients and outpatients of all ages from a wide range of specialities.

Undertake clinical interpretation of results and provision of reports for own and others' work. Support senior colleagues in the day-to-day organisation and running of the department, deputising in their absence.

Provide CPD, education, training and assessment of Clinical Physiologists (Cardiology) and other professionals

Provide expert advice to clinicians and colleagues in specialist area. To act as a positive role model for junior staff.

TEAM/DEPARTMENT STRUCTURE CHART



KEY SKILLS

MAIN DUTIES & RESPONSIBILITIES:

- Perform highly specialised Cardiac Physiology investigations and interventions including:
- Performance of echocardiograms (cardiac ultrasound), acting appropriately in the event of significant adverse findings. Perform additional measurements, calculations and non-standard views

to exclude or reveal abnormalities. Provide analysis and clinical interpretation of own and others' scans.

- Perform highly complex, specialised techniques within the Echocardiography Service including transoesophageal (TOE), 3D, stress echo, tissue velocity imaging, physiologist-led ergometer stress echo, physiologist-led bubble study, contrast and research echoes. Provide analysis, clinical interpretation and reporting on results.

OR

- Perform advanced physiological testing during pacemaker, CRT-P and ICD/CRT-D implantation and follow-up with analysis of highly complex data and diagnostic information. Independent prescription and evaluation of device therapy and programming ensuring individualised device optimisation. Currently we perform an on-call rota for complex devices and expect an accredited Band 7 physiologist to take part in this.

Additionally, perform a broad range of clinical investigations undertaken within the Cardiac Physiology Service including, but not limited to:

- Performance, analysis and interpretation of resting ECGs, including independent interpretation for Direct Access patients.
- Manage physiologist-led Exercise Tolerance Testing
- Holter analysis (including complex pacemakers/implantable devices)
- Cardiac catheterisation (including complex cases)
- Permanent pacemaker and implantable loop recorder implantation and follow-up
- Tilt testing (physiologist led)
- Advanced physiological testing during pacemaker, CRT-P and ICD/CRT-D implantation and follow-up with analysis of highly complex data and diagnostic information. Prescription and evaluation of device therapy and programming ensuring individualised device optimisation.
- Provide interpretation and reports of own and others' investigations, using discretion and judgement to seek further advice or review as necessary within an appropriate timeframe.
- Provide expert clinical opinion for medical and physiologist colleagues in specialist area in the event of conflicting or difficult interpretation of investigations.
- Provide quality assurance checks on clinical reports of physiologist colleagues and junior staff prior to despatch to clinicians.
- Provide advice to medical staff on the selection and appropriateness of test procedures and therapies.

- Provide advice and information to patients on clinical issues and implantable devices.
- Communicate highly complicated clinical information effectively to patients of all ages and their relatives to ensure co-operation and compliance in order to obtain accurate physiological and clinical data and maximize patients' safety and medical wellbeing. This may be when the patient shows poor understanding (e.g. with language barriers, deafness, impaired mental state) or when there may be some hostility (e.g. confused and aggressive patients).
- Assist senior colleagues and Head Physiologist in the development and implementation of safe and appropriate protocols and policies for all procedures, investigations and practices within the Service. Propose and implement changes within own work area.
- Work collaboratively with other professionals and agencies to deliver service(s) to meet changing healthcare needs.
- Ensure patients are monitored appropriately during investigations and procedures. Be aware of adverse clinical conditions/clinical occurrences during investigations, ensuring swift and appropriate action is taken to prevent or treat life-threatening events. Carry out Immediate Life Support (including CPR and unsupervised defibrillation as appropriate) in the event of any cardiac arrest.
- Participate in research projects and trials within the department.
- Undertake clinical service audit, presenting findings and working with colleagues to continually improve service standards.

Cross site working.

It is a requirement in line with the needs of the service to work on any of the Trust sites including community diagnostic hubs as dictated by the needs of the service.

KEY RESPONSIBILITIES

Managerial and Organisational responsibilities (including human resource, financial, information and physical resource responsibilities)

- Have the depth of knowledge to provide training for complex investigations and supervises trainees in the performance of diagnostic procedures
- Liaises with hospital / community staff of all grades providing information as required
- Participate in the standard setting for all routine test procedures performed and equipment used, including participation in the development of standard operating procedures.
- Contribute to the maintenance of safe working practices within the department, ensuring

compliance with all Health and Safety legislation, other relevant legislation and Trust policies.

- Contribute to the day to day running of the department, including appointment provision and stock control.
- Perform appraisals as per trust policy for band 6 staff and below
- Perform audit as per departmental requirement
- Undertake administrative tasks in order to maintain operational systems within the department
- Develops and maintains knowledge of departmental computer systems
- Plan and prioritise own work load.

Clinical and Technical responsibilities (including patient and client care)

- To deliver a wide range of the technical work of the unit without direct supervision, to include Electrocardiography, Ambulatory ECG and BP monitoring & analysis, HUTT testing, Exercise ECG testing (Clinical Physiologist managed or Medically supervised), Echocardiography, (TOE & TTE, Stress Echo, 3D Echo), Cardiac Catheterisation (Diagnostic & Interventional (Pressure Wire, IVUS, Rotablation, IABP, Valvuloplasty etc), Internal Cardioversion, Myocardial Perfusion Scans, Pacemaker implant & follow-up, ILR implant and follow-up.
- To ensure adequate monitoring of patients during investigations and procedures.
- To be aware of adverse clinical conditions or events occurring during investigations and to take swift and appropriate action to prevent life threatening or significant medical events. E.g. during Cardiac exercise testing, HUTT, TOE, Pacemaker Implant and follow up.
- To ensure that all resuscitation equipment is checked prior to each session and is in working order and that the drugs required for resuscitation are available within expiry dates.
- Performing and reporting of Echocardiogram Investigations independently, acting appropriately in the event of significant adverse findings. Perform additional measurements and calculations in non-standard views to exclude or reveal abnormalities in line with BSE standards.
- To check stock levels and manage stock control.
- Lead device follow-up clinics for complex pacemakers to assess pacemaker function and

programme generators accordingly.

- Refer pacemaker patients to Cardiologist for box change when appropriate.
- The post holder will be responsible for the accurate, speedy handling of sterile equipment during pacemaker implants / PCI.
- To have the technical competence to take absolute charge of, manage and report on Exercise ECG Testing in the absence of a member of the medical staff.
- To ensure that no exercise ECG testing is undertaken without on-site resuscitation equipment.
- To analyse and report Ambulatory Blood Pressure and ECG monitoring data
- To be responsible for the calibration, maintenance and quality assurance of any equipment used.
- To have responsibility for providing letters/reports in areas of appropriate competence.
- To ensure that all equipment is in working order, and to report any faults to the Head Cardiac Physiologist.
- To participate in the basic and more specialised invasive techniques performed in the Cardiac Catheterisation Suite.
- To contribute to the evaluation of equipment.
- To ensure the area of work is clean, tidy and replenished with stock at the end of each clinical work session.
- To daily damp dust equipment, computers, work areas etc.

BUDGETARY AND RESOURCE MANAGEMENT

- Have a personal duty of care for all equipment and resources used
- Maintain stock control such as stationery, clinical supplies, equipment and uniforms

Key Responsibilities for Resources:

1. To evaluate medical equipment and consumables within work area.
2. To support the financial control responsibilities of the Head Physiologist through involvement with stock control and monitoring.
3. To requisition stock or non-stock items for the Cardiac Physiology Service in accordance with Trust Standing Financial Instructions.
4. Responsible for reporting equipment breakdown & ensuring all equipment used is in good working order.
5. Undertake quality assurance procedures, simple fault remedy, cleaning and maintenance of recording equipment or any apparatus within the department.

Key Responsibilities for Administration

1. To attend/present at Trust, Regional and National professional meetings, communicating issues back to appropriate staff.
2. To participate in departmental, service and multidisciplinary meetings as required, contributing to policy and service development.
3. To develop and use quality and audit systems to improve and monitor standards throughout the Service. To ensure accurate and timely recording of data and to provide reports and feedback as required on Service performance and delivery.
4. To attend meetings with the Head Physiologist and Service Leads regarding

MANAGEMENT , SUPERVISORY, TEACHING, TRAINING RESPONSIBILITIES

Provide CPD, education, training and assessment of Clinical Physiologists (Cardiology) and other professionals.

Provide expert advice to clinicians and colleagues in specialist area. To act as a positive role model for junior staff.

RESEARCH AND DEVELOPMENT

Take part in research and development projects as and when necessary.

EFFORT

Physical Effort

- Standing on feet for up to 6-7 hours on a daily basis and walking up to or more than 1km per day.
- The post holder should be of sufficient stamina and health to be capable of long periods of walking, bending, standing, sitting, moving, handling and positioning patients and equipment (10 – 220Kg approx. some of which is difficult to manoeuvre in confined spaces)
- The post involves wearing lead aprons for prolonged periods during cardiac catheter lab procedures.
- Echocardiography scanning requires maintaining correct posture for long periods due to known risk of back, neck, shoulder and wrist injuries.
- There is daily close contact with infection and patients with poor hygiene (occasionally infestation), predictable and non-predictable contact with blood, body fluids, vomit and dirty linen.
- The post holder will be expected to use keyboard and VDU equipment for data acquisition, data entry and report writing.
- Push/Pull equipment (weighing 10kg) daily going to and from wards and clinics over all parts of the hospital site
- Climb the stairs on a daily basis or when maintenance problems occur with the lifts
- Push/Pull equipment on and off lifts in order to get to required ward or floor
- Assisting patients daily on and off their beds or helping them in and out of their chair, each patients weight can vary between 10-18 stone on average, sometimes more so manual handling techniques and procedures come into practice in order not to put ourselves or patients at risk of back or any other injuries.
- Assist patient in getting undressed pre procedure and dressed post procedure.
- After the patient has had the procedure performed escort them back to the ward if they are capable of walking or to their wheelchair if they arrived in one from their ward, or if they are an out-patient then directing them back to the clinic.
- Daily pushing/pulling patient/disabled patients in their wheelchairs into the procedure room and ensure they are taken back to where they were originally waiting and if they require in-patient portering service making the necessary phone call for them to be collected as quickly as possible.
- Accommodate patients' needs as necessary. For example if they need a blanket or a drink, adjusting their pillows or moving their tables closer to them or to make personal items more accessible to them which involves pushing and manoeuvring various items of equipment around the area.
- Bending daily over the patient and their bed to perform their ECG and kneeling on the floor is required if the patient is in a chair as they may be too unwell to get onto a bed.
- Physically supporting a patient if they suddenly feel unwell and ensuring they have somewhere to rest
- Helping the patient to reposition themselves from lying down to sitting up on a daily basis
- Daily – performance of ECG's in confined cubicles for instance if the patient is unwell and a lot of equipment required around them or a lot of other medical staff assessing the patient
- Daily manoeuvring around various medical equipment e.g Blood pressure monitors, renal dialysis machines and Heart Monitors so this can often be cramped.

- Assisting during Cardiac Arrest and other life threatening events. This also involves a lot of equipment and involves arriving at the site ASAP.
- Preparation and cleaning of equipment and procedure room after each patient. At the end of the day all linen within the department has to be changed and disposed of. Machines need to be cleaned which involves bending and kneeling to ensure that they are cleaned and risk of infection reduced.
- Mopping up of any spillages in the department corridor or procedure room. This can be bodily fluids, water or drinks.
- Assisting cardiac Physiologist with other cardiac procedures as required/trained

Mental Effort

- Daily compassion is required at all times
- Dealing with patients who have received unwelcome or distressing news and try to deal with them as best as we can
- Daily contact with relatives of unwell patients who may well be emotional or angry, so managing to keep them calm can sometimes be difficult
- Daily dealing with patients who are receiving intensive treatment such as chemotherapy or rehabilitation can again involves a lot of emotional effort as well as maintaining a professional manner
- Exposure to burns victims or road traffic accident victims can again be emotionally demanding
- Having contact with transplant patients and potential living donors need a great deal of emotional involvement as patient can be emotionally demanding and involves a great deal of patience.
- Coming into contact with patients with degenerative disorders such as Parkinson's /Alzheimer's disease can be emotionally demanding
- Investigations are performed on mentally ill patients who are accompanied usually by carers, sometimes this can be uncomfortable and unpredictable situation to be in
- Imprisoned patients who are accompanied by police/prison escorts need investigations so again this can lead to unpredictable situations and there is no room to be judgemental so a professional manner is needed at all times
- Being sympathetic to those patients who have had surgery/treatment and make allowance for them and be considerate at all times
- Issue various booklets and information to patients/carers who wish to know more about their condition/operation or need to make lifestyle changes
- Exposure to the effects of surgery such as amputations or severe scarring also performing investigations in high dependency units such as critical care and Intensive care – this can be overpowering at times
- Daily explaining investigations can require a lot of patience and understanding as some patients are extremely nervous of hospital environments.
- Daily keeping involvement of patient situations professional even if their situation is close to or similar to a personal situation of your own.
- Occasionally dealing with victims of domestic or physical abuse and maintaining our involvement on a professional level.

- Dealing with aggressive or abusive patients or relatives can be upsetting or overpowering at times.

Emotional Effort

- Daily compassion is required at all times
- Dealing with patients who have received unwelcome or distressing news and try to deal with them as best as we can
- Daily contact with relatives of unwell patients who may well be emotional or angry, so managing to keep them calm can sometimes be difficult
- Daily dealing with patients who are receiving intensive treatment such as chemotherapy or rehabilitation can again involves a lot of emotional effort as well as maintaining a professional manner
- Exposure to burns victims or road traffic accident victims can again be emotionally demanding
- Having weekly contact with transplant patients and potential living donors need a great deal of emotional involvement as patient can be emotionally demanding and involves a great deal of patience.
- Weekly coming into contact with patients with degenerative disorders such as Parkinson's /Alzheimer's disease can be emotionally demanding
- Devote some time during the day to patients who are in hospital for long periods of time who are waiting for surgery who may need to be reassured
- Weekly investigations may be performed on mentally ill patients who are accompanied usually by carers, sometimes this can be uncomfortable and unpredictable situation to be in
- Imprisoned patients who are accompanied by police/prison escorts need investigations so again this can lead to unpredictable situations and there is no room to be judgemental so a professional manner is needed at all times
- Being sympathetic to those patients who have had surgery/treatment and make allowance for them and be considerate at all times
- Issue various booklets and information to patients/carers who wish to know more about their condition/operation or need to make lifestyle changes
- Weekly exposure to the effects of surgery such as amputations or severe scarring also performing investigations in high dependency units such as critical care and Intensive care – this can be overpowering at times
- Daily explaining investigations can require a lot of patience and understanding as some patients are extremely nervous of hospital environments.
- Daily keeping involvement of patient situations professional even if their situation is close to or similar to a personal situation of your own.
- Occasionally dealing with victims of domestic or physical abuse and maintaining our involvement on a professional level.
- Dealing with aggressive or abusive patients or relatives on a weekly basis can be upsetting or overpowering at times.

The post holder will undertake other duties as may be required to achieve the Trust's objectives, commensurate with the grading of the post.

TRUST VISION & VALUES

DO NOT AMEND THIS SECTION

The Trust is clear on its vision and values and aims to make sure that they are reflected in all areas of activity. Our vision is simple; building healthier lives. Our values apply to every member of staff and help us in all we do and how we do it. They are:

Kind: The kindness that people show to each other every day

Connected: The connections we build with everyone around us

Bold: The ability to be bold in how we think, speak and act

ADDITIONAL INFORMATION

This job description is designed to assist post holders with understanding what is expected of them in their role. University Hospitals Birmingham NHS Foundation Trust may ask them to undertake other duties, as required, which are not necessarily specified on the job description but which are commensurate with the grade of the post.

The job description itself may be amended from time to time in consultation with the post holder, within the scope and general level of responsibility attached to the post.

All post holders must take responsibility to ensure that they are aware of and adhere to all Trust policies, procedures and guidelines relating to their employment regardless of their position within the Trust.

TRUST POLICIES AND PROCEDURES

The post-holder will be required to comply with all policies and procedures issued by and on behalf of University Hospitals Birmingham. In addition if the post-holder is required to work at other organisations premises they must adhere to the specific policies relating to the premises in which they work.

CLINICAL GOVERNANCE & RISK ASSESSMENT

The post-holder must be aware of and ensure compliance with the Trust's Clinical Governance systems and Risk Management systems.

CONFIDENTIALITY

Your attention is drawn to the confidential nature of information collected within the NHS. The unauthorised use or disclosure of patient or other personal information is a dismissible offence and in the case of computerised information could result in a prosecution for an offence or action for civil damages under the Data Protection Act.

DATA PROTECTION

If required to do so, the post-holder will obtain, process and/or use information held on a computer in a fair and lawful way; and hold data only for the specified registered purposes and to use or disclose the data only to authorised persons or organisations.

EQUAL OPPORTUNITIES AND DIVERSITY*

University Hospitals Birmingham is striving towards being an equal opportunities employer. No job applicant or member of staff will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

In all other Staffs Job Descriptions

University Hospitals Birmingham the post-holder will have personal responsibility to ensure they do not discriminate, harass or bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

HEALTH AND SAFETY *

The post-holder must make him/herself aware of the responsibilities placed on them by the Health and Safety at Work Act [1974] to ensure that the agreed safety procedures are carried out to maintain a safe environment for other members of staff and visitors.

In all other staff's

The post-holder will have at all times a duty to conduct themselves and to undertake their work, in a safe manner, so not to endanger themselves and others around them. Clearly, the degree of such responsibilities carried out by a particular individual will depend on the nature and extent of his/her work. Should any individual feel concerned over the safety aspects of his/her work, it should be brought to the attention of his/her manager/supervisor and/or Trade Union Safety Representative.

The post-holder must adhere to the health and safety rules and procedures of the Trust. He/she has a legal duty to use safety devices and equipment provided.

All staff will receive a general introduction to health and safety at work as part of their induction. They will also be given advice on fire, security and lifting procedures.

FLU PANDEMIC OR MAJOR INCIDENT

In the event of a flu pandemic or major incident, the post holder may be asked to undertake other duties not necessarily commensurate to the banding of this role. This could include duties in any part of the hospital. Prior to undertaking any duties, the member of staff will have full training and induction. No member of staff will be asked to undertake duties for which they are not competent or where they feel unsafe in their environment or could put patients or themselves at risk.

NO SMOKING POLICY

The Trust has a no smoking policy. Staff are only permitted to smoke in designated smoking shelters. Members of staff must not smoke inside any of the Trust's premises nor in any vehicle used

on Trust Business. Members of staff must adhere to the Trust's Uniform Policy and therefore any uniforms must be covered whilst smoking.

PUBLIC SERVICE USER AND CARER INVOLVEMENT

Under Section 11 of the Health and Social Care Act we have a duty to involve patients and the public at all levels within the organisation. The post-holder will be required to recognise and value the benefits of listening and responding to patients and recognise that the patients experience is the catalyst for doing things differently to improve the way we deliver services.

UNTOWARD INCIDENTS

The post-holder must take responsibility for incident and near miss reporting and must ensure they adhere to all departmental policies and procedures.

SAFEGUARDING

The Trust is committed to safeguarding and promoting the welfare of the adults, young people and children who use the services. All staff have a responsibility to report any identified concerns of abuse or exploitation through the appropriate route in line with the respective policies and procedures.

REVIEW OF THE ROLE

This job description will be subject to review and amendment, in consultation with the post holder, to meet the changing needs of the service and the organisation.

This role profile is designed to identify principal responsibilities. The post holder is required to be flexible in developing the role in accordance with changes within the Trust's management agenda and priorities. Although this is a list of the key responsibilities of the post it is expected that the post holder and manager will develop and define the detail of the work to be undertaken.

The Trust is committed to equal opportunities, providing opportunities for flexible working and is a no smoking organisation.

Last Updated: ... 04.11.2022

PERSON SPECIFICATION

JOB TITLE: Band 7 Highly Specialised Cardiac Physiologist	
TRAINING, QUALIFICATIONS AND PROFESSIONAL REGISTRATIONS	
ESSENTIAL	DESIRABLE
BSc in Clinical Physiology (or equivalent) or Masters in Cardiac Science	Training/Assessor's qualification
Highly specialist knowledge of Clinical Physiology in at least one area to Masters	RCCP / AHCS registration
	ASCST/MSCST

level or equivalent (Echocardiography or Devices).	
Adult TTE BSE Accreditation or IBHRE/BHRS accreditation	
RCCP Registered	
ILS/ALS Resuscitation certified	
EXPERIENCE & KNOWLEDGE	
ESSENTIAL	DESIRABLE
Experience and scientific knowledge through formal study, training and practice in highly complex and specialized Cardiac investigations.	Health and Safety knowledge and experience.
Supervisory experience.	Research experience
Experience in the use of PCs and data entry.	
Experience of Cardiology IT storage systems.	
SKILLS & ABILITY	
ESSENTIAL	DESIRABLE
Proficient at using a wide range of complex diagnostic test equipment including recognition of basic faults, calibration and quality control issues.	
Able to effectively evaluate equipment and services.	
Able to manage and requisition stock.	
Able to manage own and others' workload within a framework of competing priorities.	
Skilled in motivating and inspiring others.	
OTHER SPECIFIC REQUIREMENT	
ESSENTIAL	DESIRABLE
Confident to train medical personnel and	Experience in staff side matters and HR issues.

<p>technical colleagues.</p> <p>Confident and competent to write accurate clinical and technical reports.</p> <p>Confident and competent to act appropriately in emergencies and in the event of significant clinical findings.</p> <p>Capable of supervising staff, delegating and prioritising.</p> <p>Confident at liaison with medical staff / technical / nursing staff and managers.</p> <p>Able to deal with conflicts.</p> <p>Capable of prioritisation.</p> <p>Confident to liaise with other staff groups (Consultant staff, Medical staff, Nursing staff and peer groups)</p> <p>Must be able to work as a team member</p> <p>Good interpersonal skills</p> <p>Motivation</p> <p>Flexibility & Adaptability</p> <p>Maintains confidentiality</p> <p>Ability to work in a challenging and busy environment to tight deadlines</p> <p>To be able to relate and respond to complex and sensitive issues</p> <p>Awareness and understanding of issues around confidentiality and the handling of clinical information.</p> <p>Able to deal appropriately with urgent clinical issues.</p>	
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<p>Able to meet deadlines.</p> <p>Familiar with the collection of statistical information and audit.</p> <p>Awareness and understanding of issues facing the NHS and those impacting on Cardiac Physiology either directly or indirectly.</p> <p>Flexible and reliable</p> <p>Possible 7 day working</p> <p>Ability to work cross site / in community diagnostic hubs</p> <p>Ability to work on call (essential when required)</p>	
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