

Job Description and Person Specification

The best joined-up care for *all*



Join the team at UHNM

University Hospitals of North Midlands NHS Trust is one of the largest and most modern in the country. We serve around three million people, and we're highly regarded for our facilities, teaching and research.

The Trust has around 1,450 inpatient beds across two sites in Stoke-on-Trent and Stafford. Our 13,000 strong workforce provide emergency treatment, planned operations and medical care from Royal Stoke University Hospital and County Hospital in Stafford.

We are a specialist Major Trauma Centre for the North Midlands and North Wales. Happy staff make for happy patients, and with the help of both we have put together a wide range of development and support packages aimed at ensuring that everyone at the Trust can fulfil their potential and meet their aspirations as well as the tools to provide great care.

Our mission to provide the very best health care includes recruiting the best people. Our goal is to be a world-class centre of achievement, where patients receive the highest standards of care and the best people come to learn, work and research.

The Trust also has a vibrant charity arm, UHNM Charity, which provides funds to enable University Hospitals of North Midlands NHS Trust to purchase state-of-the-art medical equipment and to enhance and improve patient experience and comfort.

Many of our staff are passionate about the service they provide and want to be part of something special. You can find out more about how our staff and patients are helping to improve the health, comfort and hospital experience of local people every day at www.uhnmcharity.ord.uk

Our Values



I consistently show empathy and understanding by

providing compassionate care and support of colleagues, patients and their families. Ensuring they feel safe, valued and heard.

I will create a positive and inclusive environment by treating everyone with dignity, respect and trust, fostering a culture of kindness.

I demonstrate care and consideration in every interaction, going above and beyond to make others feel valued, included and appreciated.



I consistently uphold the highest standards by demonstrating professionalism, integrity, honesty and a commitment to delivering outstanding care.

I will seek opportunities to continuously learn and improve to deliver timely, innovative and effective care.

I prioritise quality and safety in everything I do to create a safe, effective and caring environment for patients and colleagues.



I promote a collaborative, supportive and open culture that fosters a sense of teamwork, delivering a shared purpose.

I will create a sense of belonging through an inclusive and welcoming environment, ensuring everyone feels valued, heard, and is welcoming of different perspectives and feedback.

I will take responsibility and lead by example, building trust through openness, accountability, and mutual respect.

Division: Specialised

Job Title: Senior Clinical Perfusionist

Managerially accountable to: Chief Clinical Perfusionist

Professionally accountable to: Chief Clinical Perfusionist

Role Summary

To clinically manage and control the temporary replacement of a patient's cardiopulmonary function to enable cardiac surgery and to support that function during other interventions. To operate auxiliary equipment for the benefit of patient safety and the effectiveness of clinical outcome. To assist in the development and management of the Department of Clinical Perfusion. They will be expected to perform these duties to a high level of clinical skill and knowledge. Participate in the "on call" and late duty rotas.

1 Key Responsibilities and Clinical Duties

- 1.1 Choose the most appropriate equipment and disposable items for the procedure to be undertaken.
- 1.2 Prepare equipment and disposable items to undertake cardiopulmonary bypass for routine and emergency cardiac surgery.
- 1.3 Operate the heart lung machine and auxiliary equipment to maintain the patient's clinical condition within physiological parameters, taking corrective action to compensate for changing conditions during cardiopulmonary bypass.
- 1.4 Independently perform complex perfusion techniques including:
 - Autologous blood salvage (intra- and post-operatively).
 - Intra-aortic balloon pump preparation, insertion and management, including troubleshooting.
 - Advanced blood gas analysis and interpretation.
 - Thromboelastography (TEG) including Platelet Mapping and Fibrinogen Analysis.
 - Vacuum-assisted venous drainage and carbon dioxide field flooding.

- Modified ultrafiltration and haemoconcentration.

1.5 Apply rigorous aseptic technique, equipment cleaning, calibration, and safe disposal of consumables in accordance with Trust policy.

1.6 Lead on evaluating, implementing, and teaching new technologies and innovations in perfusion practice.

1.7 Complete accurate clinical documentation, ensuring all perfusion activity is recorded for audit, quality assurance, and service development.

1.8 Contribute to departmental planning, service delivery, and research initiatives, ensuring perfusion services evolve in line with best practice.

1.9 Participate fully in the departmental on-call rota, acting independently in emergency and high-pressure situations.

2 Quality of Care and Clinical Governance

2.1 Lead departmental quality improvement, audit, and benchmarking activities, ensuring evidence-based best practice in all perfusion procedures.

2.2 Develop and review clinical policies, protocols, and risk management strategies to support patient safety.

2.3 Act as a clinical expert and advisor within the multidisciplinary team, liaising with surgeons, anaesthetists, and nursing colleagues to optimise patient outcomes.

2.4 Support the Clinical Perfusion Manager and Deputise for the Deputy Clinical Manager when required.

3 Education, Training and Professional Development

3.1 Provide formal and informal teaching to trainee perfusionists, nursing and medical staff, both within the Trust and externally at national/international level.

3.2 Act as mentor and assessor for trainee perfusionists, ensuring their personal logbooks and MSc programme requirements are met.

3.3 Maintain own professional knowledge and competence through continuing professional development, national/international conferences, and specialist courses.

3.4 Possess registration with the College of Clinical Perfusion Scientists of Great Britain and Ireland and maintain professional re-accreditation through clinical and educational activity.

3.5 Must abide by the Code of Ethical Conduct of the Society of Clinical Perfusion Scientists of Great Britain and Ireland.

4 Advanced Clinical Skills and Expertise

4.1 Anticipate, assess, and respond rapidly to complex physiological and technical changes during cardiopulmonary bypass.

4.2 Apply expert clinical judgement in critical and emergency scenarios, ensuring patient safety and effective decision-making under pressure.

4.3 Contribute to the development of novel perfusion strategies and research into rare or complex patient pathologies.

4.4 Utilise advanced communication skills to explain highly technical or sensitive information clearly to colleagues, patients, and external stakeholders.

5 Operational Excellence and Service Delivery

5.1 Manage independent caseloads and coordinate perfusion service delivery across multiple theatres and Trust sites.

5.2 Take responsibility for equipment maintenance, stock control, and procurement, delegating tasks appropriately to ensure smooth service delivery.

5.3 Support departmental leadership in workforce planning, service innovation, and strategic development.

5.4 Maintain resilience and sustained concentration during prolonged, complex procedures and high-pressure environments.

6 Professional Standards and Ethical Practice

6.1 Demonstrate professionalism at all times, safeguarding patient dignity, confidentiality, and wellbeing.

6.2 Contribute to and lead on developing evidence-based practice within perfusion, ensuring national and local guidelines are applied consistently.

6.3 Provide leadership in supporting team wellbeing, debriefing, and resilience after critical or traumatic cases.

6.4 Maintain effective and collaborative relationships within the multidisciplinary team, promoting an open and supportive culture.

Continuous Improvement

At UHNM we are adopting a continuous improvement methodology as the way we work operationally. It is underpinned by our Trust Values. All staff will be trained to work in this way and by using it we can all make small changes every day to improve our services so we can 'the best joined up care for all'.

Health and Safety

- To take reasonable care for your own Health and Safety and that of any other person who may be affected by your acts or omissions at work.
- To co-operate with University Hospitals of North Midlands (NHS) Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to.

- To comply and adhere to individual and role specific responsibilities as stated in the Trust Health and Safety Policy (HS01) and all other Health and Safety related policies.

Equality and Diversity

UHNM is committed to the implementation of the Equality, Diversity and Inclusion Policy Which ensures equal opportunities for all. UHNM is also committed to embracing diversity and eliminating discrimination in both its role as an employer and as a provider of services. It aims to create a culture that respects and values each other's differences, promotes dignity, equality and diversity and encourages individuals to develop and maximise potential. All staff are required to observe this policy in their behaviour to other workers and patients/service users

Infection Prevention

Infection Prevention is the obligation of every employee both clinical and non-clinical at the University Hospitals North Midlands NHS Trust. Driving down healthcare associated infection is everyone's responsibility and all staff are required to adhere to the Trust's Infection Prevention policy

All staff employed by the UHNM Trust have the following responsibilities:

Trust Dress Code

- Trust approved uniform/dress code must be adhered to
- When in clinical areas all staff must be bare below the elbow, without wrist watches, stoned rings, wrist jewellery, false nails, nail polish or plaster casts
- No personal bags to be worn during clinical duties

Hand Hygiene

- Decontaminate your hands as the per 'The five moments of hand hygiene'

Own Practice

- Lead by example
- Encourage and praise good practice
- Be prepared to accept advice about your own practice

Decontamination

- Ensure that equipment you have been using or about to use has been decontaminated effectively
- Ensure that you are aware of the Trust approved cleaning products, and follow a safe system of works

Trust Policies

- Ensure that you know and strictly follow relevant Infection Prevention policies for your role and always apply standard precautions, which is available in the Infection Prevention Manual on the UHNM intranet

Data Protection Act, General Data Protection Regulation (GDPR) and the NHS Code of Confidentiality

All staff are responsible for ensuring they are familiar with and adhere to the Trust's policies, procedures and guidelines with regards to the Data Protection Act, General Data Protection Regulation (GDPR) and the NHS Code of Confidentiality. This includes confidentiality, information security, cyber security, secondary use and management of records.

Staff have a responsibility in protecting the "rights and freedom" of natural persons (i.e. live individuals) and to ensure that personal data is not processed without their knowledge, and, wherever possible, that it is processed with their consent. Processing includes holding, obtaining, recording, using and disclosing of information and applies to all forms of media, including paper and images. It applies to both patient and staff information

Hence staff must ensure confidentiality is always maintained, data is recorded accurately and you only access this information as part of your job role

Safeguarding Children, Young People and Adults with care and support needs

All staff are responsible for ensuring that they are familiar with and adhere to the Trusts Safeguarding Children and Adults policies, procedures and guidelines. All health professionals who come into contact with children, parents, adults with care and support needs and carers in the course of their work have a responsibility to safeguard and promote their welfare as directed by the Children Acts 1989/2004 and the Care Act 2014. Health professionals also have a responsibility even when the health professional does not work directly with a child or adult with care and support needs but may be seeing their parent, carer or other significant adult.

All staff are required to attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to their role.

This job description is not intended to be an exhaustive list and may be subject to change from time to time. All documents referred to throughout this Job Description can be found on the Trust's intranet, or alternatively copies can be obtained from the Human Resources Directorate

Sustainability



Sustainability and Corporate Social Responsibility are fundamental to the way the University Hospitals of North Midlands NHS Trust (UHNM) work. The Trust has developed a Sustainable Development Management Plan (SDMP): *'Our 2020 Vision: Our Sustainable Future'* with a vision to become the most sustainable NHS Trust by 2020. To achieve this, we need the support of all staff. As a member of staff, it is your responsibility to minimise the Trust's environmental impact and to ensure that Trust resources are used efficiently with minimum wastage throughout daily activities. This will include minimising waste production through printing and photocopying less, reducing water waste and when waste is produced, it is your responsibility to segregate all clinical waste correctly and recycle. Switch off lights and equipment when not in use, report all faults and heating / cooling concerns promptly to the Estates Helpdesk and where possible minimise business travel. Where the role includes the ordering and use of supplies or equipment, the post-holder will consider the environmental impact of purchases.

SWITCH to a Sustainable UHNM is a campaign that focuses on the sustainability of the Trust and how we can use resources more effectively to provide better patient care, improve our health and workplace. SWITCH is looking to recruit as many Champions as possible to help to bring the campaign to colleagues in their departments / wards and bring SWITCH to life. If you are interested in becoming a SWITCH Champion, please contact switch@uhns.nhs.uk

Disruptive Incident & Business Continuity

The Trust needs to be able to plan for and respond to a wide range of incidents and emergencies that could affect health or patient care. These could be anything from severe weather to an infectious disease outbreak or a major transport accident.

All staff are required to have an awareness of the Trust's business continuity arrangements, as a minimum. All staff will be required to;

- To know how to identify a business continuity incident and the method for reporting;
- To have an awareness of local business continuity arrangements;
- To participate in awareness, training and exercises, as required;

In the event of a disruptive incident, all Trust employees will be required to attend work if they are fit and well and able to do so in line with a Trust risk assessment. Those who are clinically qualified will be required to work flexibly across the Trust to meet the service need

in clinical areas. This will include front line clinical staff who will be expected to cover alternative duties as and when required to ensure that all essential services are maintained.

Signed Employee _____ Print _____ Date _____

Signed Manager _____ Print _____ Date _____

Requirements	Essential	Desirable	Assessment
Essential Qualifications	• Full professional registration with the College of Clinical Perfusion Scientists of Great Britain and Ireland. • Accredited by the Society of Clinical Perfusion Scientists of Great Britain and Ireland. • PGDip or MSc in Clinical Perfusion Science (or equivalent).	• Advanced certificate from the Society of Clinical Perfusion Scientists of Great Britain and Ireland. • Evidence of continual professional development.	A, I, R
Knowledge, Skills, Training and Experience	• Three years post-accreditation experience or relevant clinical experience. • Fully conversant with all aspects of adult Cardiopulmonary Bypass procedures and associated techniques. • Fully conversant with specialist techniques as required such as, Vacuum-assisted Venous Drainage, Carbon Dioxide field flooding, Autologous blood salvage, Intra-Aortic Balloon pumps, ultrafiltration and haemoconcentration, point of care testing including blood gas analysis, TEG, Platelet Mapping and Fibrinogen Analysis. • Knowledge of clinical hazards and emergency procedures. • Proficient in the use of Microsoft office: Word, Excel, Access and PowerPoint. • Excellent written and communication skills. • Ability to understand, interpret and critically analyse data and information.	• Ability to demonstrate application of expanded roles/skills within a clinical setting. • Ability to represent the department and Trust both nationally and internationally.	A, I, R

	• Ability to prioritise workload in response to service need. • Ability to work autonomously and be accountable for own actions. • Demonstrate leadership skills. • Demonstrate flexibility to change with the ability to apply current research to practice. • Ability to motivate and support others to achieve goals, good mentoring skills. • Ability to utilise initiative to solve problems and develop the service. • Ability to collaborate and work as part of the wider team, with credibility out of area. • Ability to deliver training programmes and presentations to various levels of staff. • Good influencing, conflict management and networking skills. • Ability to maintain confidentiality and deal with situations in a sensitive manner – working calmly, efficiently and effectively in stressful, emotive and emergency situations. • Ability to follow complex instructions and make the complex simple. • Ability to apply evaluative and reflective techniques to personal practice, events and activities.		
Personal Qualities	• Demonstrate alignment to the Trust values and behaviours. • Positive mindset in respect of supporting organisational	• Full UK driving licence.	A, I, R

	change; learning, and continuous improvement. • Ability to work in stressful situations; the post holder will at times be exposed to distressing and emotional circumstances. • Maintain high levels of concentration for long periods of time. • Ability to participate fully in departmental on-call rota and work antisocial hours. • Works with patients and people at the fore. • Acts to support and enable effective teamwork. • Delivers work of consistent and predictable high quality. • Effective interpersonal and intrapersonal skills including high degree of self-awareness and self-regulation. • Takes responsibility and is accountable for delivering to their agreed objectives. • Consistently professional, collaborative and compassionate in their approach. • Ability to manage time effectively. • Ability to move Cardiopulmonary Bypass machine and other equipment across various areas within the hospital. • Ability to travel to and work across multiple sites. • Kind, compassionate and conscientious. • Willingness. • Humility. • Curiosity. • Self-Discipline. • Perseverance.		
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