

# Case Study – Cardiothoracic Unit role profiles, induction and training programmes

James Cook University Hospital,  
Middlesbrough

A wide range of staff at the James Cook Cardiothoracic Unit were involved in using the CHD competence framework to develop role profiles and explore various uses of the CHD competences. In particular, the potential for using a computer-based system to develop role profiles linked to relevant learning and development opportunities was explored.

## The situation

Established in 1992 to meet the requirements of the population of Teesside and the surrounding area, the James Cook Cardiothoracic Unit offers a comprehensive range of adult cardiology, surgical and thoracic procedures. There are currently five consultant surgeons, eight consultant cardiologists and six consultant anaesthetists with 500 other members of the multidisciplinary team supporting them. A wide range of diagnostic and therapeutic techniques provided through the cardiology directorate is delivered at two hospital sites.

## The aim

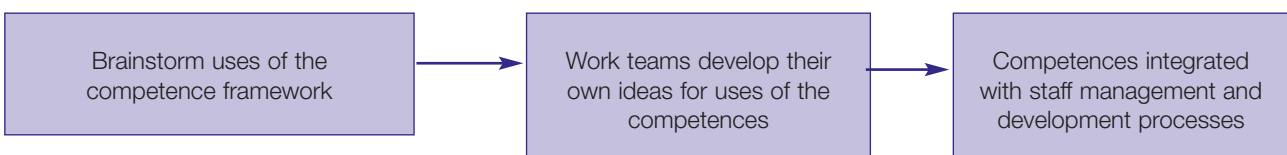
The aim was to test the CHD competences in a wide range of situations. Therefore Jenny McKnight, assistant director of nursing, arranged for a multidisciplinary group to

brainstorm potential uses of the CHD competence framework. A variety of suggestions was made, including development of:

- role profiles (e.g. for generic cath lab workers, cardiac staff nurses, nurse practitioners and surgical care practitioners)
- training resource requirements for generic cath lab workers and advanced scrub practitioners
- protocols and pathways for service standards
- induction pack with assessment methods and evidence
- appraisal tool – with links to profiles and KSF
- competence-based log books.

## The action

Following the brainstorming session, separate work groups met and identified the competences required for specific role profiles. Uses of competence-based role profiles were then explored according to the needs of each work area. The pilot team reconvened to share progress, update each other and feed back comments on the competences.



## The results

Initially, the groups were surprised at the number of competences in the framework. Where duplication was found, this was reported back to the *Skills for Health* team as part of the piloting process. However, overall uses were found for nearly all the competences.

Geoff Hoyland, cardiothoracic theatre manager, explored the use of information technology in using the competences. Geoff was interested in using a computer-based approach to access the competences. He developed a 'patient pathway' to describe specific roles (e.g. surgical practitioners, advanced scrub practitioners and staff nurses). Geoff then used hyperlinks on the electronic version of the patient pathway so that users could click on the title of a competence to open the full competence document. In a similar way, the competences were integrated into job descriptions by using hyperlinks in the job description. Geoff confirmed *'I would envisage this being useful for an electronic training pack that supervisors and learners could use. It is also useful for role profiling and developing new roles'*.

## The future

Jenny McKnight reported on the current and potential uses of the CHD competence framework:

'We will continue to use it to underpin other work and as a basis to ensure we are working towards nationally recognised competences, which can be transferable. We will continue to progress the work commenced on log books and portfolios. We are working with Teesside University on the surgical practitioner portfolio which is underpinned by the competences and are planning to talk to them about the advanced scrub practitioner role now to see if we could develop an accredited university course.

We have updated our orientation programme to the Division to incorporate the competences and we will continue to progress with the initial job profiles we developed.

Our training team is working to pull together the Division training packs to ensure they are all consistent and is developing an assessment tool which will link to the *Skills for Health* work.

However, the IT infrastructure is not yet in place for all front line staff to access this work on PCs, which would be the easiest option'.

## Contact details

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