

Case Study – Cath lab worker role profile and training programme

Lancashire and South Cumbria Cardiac Network

The Lancashire and South Cumbria Cardiac Network aims to secure the commitment of clinical and managerial staff to work together with patients to improve the quality of care for people who have Coronary Heart Disease by working across organisations and following the patient journey. The Lancashire and South Cumbria Cardiac Network (LSCC Network) plans to achieve its aims through the successful implementation of a Network Strategic Planning Framework.

The Cardiac Network is supporting a new cardiac catheter laboratory development in East Lancashire, and a training programme to enable staff to achieve clinical competences within this development is being implemented.

The situation

Currently a training programme has been developed and will deliver theoretical and practical training for:

- four physiologists (one year training, one day per week; two months assessment; preparation of lab; training on specialised on-site equipment). It is planned to provide training for more staff, if capacity allows
- up to four nurses/senior sisters (two months full time practical training; two months assessment). Also Ward staff and recovery staff will visit the day-case unit at Blackpool to learn about recovery procedures (e.g. removing the sheaths)
- up to four radiographers/senior radiographers (six months training, two days per week; two months assessment).

Formal agreement was recently reached to provide practical training at the Tertiary Centre, Blackpool. Formal assessment will be done at the Tertiary Centre. Theory will be taught at the District General Hospital by Blackpool and Cardiac Network staff.

The aims

- To establish role profiles to allow a training programme to be developed for a diagnostic cardiac catheterisation laboratory in East Lancashire which is due to open in June 2006.
- To look at generic units to enable training together to be delivered, and to look at specialised units and tailor training to meet those needs.

The action

Radiographers and nursing staff worked collaboratively to develop Role Profiles for technicians, radiographers and nursing staff, highlighting which units were appropriate for each staff group. Meetings were held with radiographers (Julie Kelsall, Deborah Forsyth), and nursing staff (Sue Arthur, Tracey Schofield) to identify appropriate units. Guidance and support were provided to the teams throughout the pilot. Feedback comments were brought together for discussion at a meeting with Rekha Wadhvani, the *Skills for Health* technical consultant.

Each unit was looked at in detail and provided feedback, thoughts and amendments regarding those units.

The results

The meetings generated a considerable amount of discussion in identifying and sorting out the knowledge and skills required by the relevant staff members.

The amended units can be incorporated within the training programme currently being developed. These are due to be ready for April 2005.

The role profile questionnaire from phase 1 was very useful in developing the role profiles for each staff member. The new units have been incorporated within each role profile.

It was felt that this really highlighted the skills that a new trainee needs to acquire to be competent at their tasks because the performance criteria are more detailed.

The future

There are several plans for using the CHD competence framework in the future:

- To use the framework as an assessment tool for ensuring the role profile is right, that the right units have been chosen, and that the units cover all essential requirements (e.g. underpinning knowledge).
- Tracey Schofield will incorporate some of the (amended) units in her training courses to be used at Blackpool for a healthcare practitioners role currently being piloted.
- The training programme may be used for catheter laboratories coming on line in the future.
- If successful, the framework can be used for other services (e.g. pacing services) and for developing new roles (e.g. HCA).

Contact details

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