

Case Study – Job descriptions - RACP clinic nurse and clinical physiologist

Mid Cheshire Hospitals Trust



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The staff at Leighton Hospital were involved in the pilot of the CHD framework. The services provided by Leighton Hospital are a 4-bed cardiac care unit, a cardiology ward with telemetry interventional echocardiography and pacing services as well as cardiac rehab for the 15 years.

The situation

Four Rapid Access Chest Pain Clinics (RACPC) per week have been running since March 2001. There are currently three consultant cardiologists, and a heart failure nurse specialist who has been in post for the last 12 months. Also two sessions per week for interventional echocardiography are carried out.

The aims

- To map the job description of the grade H nurse specialist providing RACPC to the CHD framework to assist in the preparation of a development plan.
- To review appropriate units for the clinical physiologist's job description and identify if there were any gaps in the job description which could be addressed through the CHD competence units.

The action

With the assistance of Rekha Wadhvani, the *Skills for Health* technical consultant, the units which were most relevant to the job descriptions of the grade H nurse specialist and the clinical physiologist were identified. Work carried out in the units in the clinics was then reviewed. It was also decided to review them with the students at the clinics to ensure that the units portrayed the activities carried out in the clinics and that the service provided could be deemed competent.

All the units with the professional guidelines for scanning, including how they matched across, were reviewed.

Feedback on the relevant units was then provided to *Skills for Health*.

The results

Relevant units for the job descriptions as well as where the units were duplicated were able to be identified.

Mapping the job descriptions to the CHD framework was very useful as several gaps in the job descriptions were identified. These gaps can now be addressed with the appropriate units.

The future

There are several plans for using the CHD framework in the future. The plans include:

- linking appraisals (for internal appraisals and for staff) to the knowledge and skills
- giving the competences to the trainees so that they can see what they need to do
- developing teaching and training programmes
- using them as evidence for the NHS Knowledge and Skills Framework.

It was felt that the units could also be used by multi-disciplinary teams (e.g. A&E), and it is planned to explore their applicability.

Contact details

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