

Case Study – Angina specialist nurse role profile

Cardiothoracic Directorate, University Hospital of Wales

The Cardiothoracic Directorate used the CHD Competence Framework to design a new role for an angina specialist nurse. This work was carried out by Lisa Hamlett, the education and development nurse at the directorate. The process involved identifying and selecting the relevant competences and developing a job description based on this information.

The situation

The cardiothoracic directorate is part of the Cardiff and Vale NHS Trust and consists of:

- cardiology outpatient department
- cardiac catheter theatres
- B1 cardiology
- C3 cardiology
- coronary care unit
- cardiothoracic intensive care
- C5 cardiac surgery
- C4 thoracic surgery
- cardiac rehabilitation.

During 2004, there was interest within the directorate in designing a new role for an angina specialist nurse. Previously, this process had been achieved using locally developed competences that are pertinent to each clinical area. However, with the availability of the CHD National Workforce Competence Framework there was an opportunity to link with nationally defined competences.

The work to design the new role was carried out by Lisa Hamlett, the education and development nurse at the directorate.

The aim

The aim was to use the CHD Competence Framework to design a job description and job specification for a new angina specialist nurse within the directorate. The link to the CHD Competence Framework would ensure that the post-holder would be working to nationally defined competences. It would also make the post attractive to personnel with the relevant competences and offer opportunities for recruitment, selection and subsequent development.

The action

The initial step involved Lisa becoming familiar with the CHD Competence Framework by reading through the guidance document and looking at some of the competences. Lisa also received input and guidance from Martin Christie, the *Skills for Health* technical consultant.

Having become familiar with the framework, Lisa selected competences from both Phase 1 and Phase 2 of the project. These were the competences that appeared to be relevant to the role that Lisa was seeking to develop. The content of each of the competences were then checked and Lisa decided that a small number were less relevant than originally thought, as they were more to do with management

responsibilities, than the clinical skills that Lisa was seeking to include.

The job description was then developed based on the competences that had been identified as relevant to the role of the angina specialist nurse. These were grouped into 4 main areas of responsibility, including: clinical, education and training, communication and professional. The job description was supported by a person specification that set out the broader requirements for the role.

The results

The outputs of the work were as follows:

- angina specialist nurse - person specification
- angina specialist nurse – job description

The person specification outlines the qualifications, experience, skills, special knowledge and personal skills that are required, whilst the job description provides further information on the job details and purpose, organisational arrangements, as well as the duties and responsibilities. The relevant competences are listed in the duties and responsibilities section of the job description.

The future

Lisa plans to use the CHD Competence Framework for designing new roles and developing job descriptions in the future. In addition, the CHD Competence Framework may be used to check that the work of the cardiothoracic directorate is in line with national and local guidelines.

Contact details

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