**PROPOSED PLAN FOR
SPECIALIST NURSES AND SURGICAL CARE PRACTITIONERS,
2015–2016**

**Background**

The Cardiothoracic Surgical directorate is structured in a way that has there is no layer of junior doctors and the Specialist Nurses (SPN) and Surgical Care Practitioners (SCP) take the entire burden of this work.

**Current position**

The Surgical team comprises 9 staff – 5 SCPs fully qualified; 4 SPNs. All are Band 7 level and work full time (10.0 WTE). Current working patterns are Monday – Friday, generally covering 07.45–18.15 hours.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Monday** | **Tuesday** | **Wednesday** | **Thursday** | **Friday** |
| ***Firms ward rounds*** |
| ***Ward*** ***(on-call)***Includes:Wound clinic / drop-in/ drain clinic service |
| ***Preadmission clinic (Cardiac & Thoracic)*** | ***Preadmission clinic (Thoracic)*** | ***Preadmission clinic (Cardiac)*** | ***Preadmission clinic (Thoracic)*** | ***No clinic*** |
| ***Theatre***(2 lists) | ***Theatre***(2 lists) | ***Theatre***(3 lists) | ***Theatre***(3 lists) | ***Theatre***(3 lists) |
| ***Outpatients clinic***(Mr Akowuah/Kendall/Owens/Ferguson) | ***Outpatients clinic***(Mr White/Dunning) | ***Outpatients clinic***(Mr Balasubramanian) | ***Outpatients clinic***(Mr Paul) | ***Outpatients clinic***(Mr Goodwin) |
| ***In-house list review*** |

Currently, two members of the team are trainee SCPs and one SPN is on maternity leave. The rest of the team is educated at Masters level and are non-medical prescribers.

**Roles/timetable**

The SCPs and Cardiothoracic SPNs tend to work closely together, cross-covering elements of their roles. The 2 Thoracic SPNs tend to work more autonomously in terms of their nursing roles and patient care. However, during holidays and sickness, the Cardiothoracic team covers the Thoracic team but not vice versa.

Core components of the Cardiothoracic surgical role:

|  |  |
| --- | --- |
| Firm ward round(8am) | Review patients on the ward after surgery and in-house patientsCheck and order new investigationsReview medicationOrganise discharge documentationLiaise with other specialties for further treatment |
| HDU ward round(8am and 2pm) | Review medically ill patientsManagement of pain, fluid balance, renal function and respiratory needsInotropes weanArrhythmias/temporary pacing wires |
| Ward on call(8-6pm) | Review patients as per nursing/medical demandAttend emergencies on the ward and HDUIV cannulation, venipuncture, NG tubesPrescribe analgesia for pain management, arrhythmias, blood pressure management and secondary preventionRewrite drug kardexOrder and interpret investigationsOrganise transfer to other centres for convalescence or rehabilitationClerk elective admissions and transfers from other hospitalsOrganise discharge documentation |
| Drop-in clinic(12-6pm) | Advice to GPs and district nurses about patients’ treatmentSee patients on demand after cardiac surgeryOrder and interpret investigations (bloods, chest X-ray, ECG) |
| Drain management(12-6pm) | Review patients with drains in situ for empyema or air leakOrder and interpret chest X-raysPain management and antibiotic review |
| Wound review clinic(12-6pm) | Review patients’ wound due to infectionPrescribe antibiotics and analgesiaDress surgical woundsDebridement of woundsOrder investigations (bloods, cultures, wound swabs) |
| Theatre(8-6pm) | First and second assistant for cardiac/thoracic surgeryVein and radial harvestingFemoral cut downAssisting in TAVI procedures*(Role performed only by SCPs)* |

The table below is an example of a weekly rota for the surgical team and shows the number of nursing staff on shift per day, the areas in the department that are currently covered and how many hours are assigned to each area on a daily basis.

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Surgery** |  |  |  |  |  |  |  |  |  |
|  | **Mon** | **Tue** | **Wed** | **Thu** | **Fri** | **Sat** | **Sun** |  | **Total hours** |
| **Ward day (SPN)****Cardiac** | 9.50 | 9.50 | 9.50 | 9.50 | 9.50 |  |  |  | 47.50 |
| **Ward day (SPN)****Thoracic** | 9.50 | 9.50 | 9.50 | 9.50 | 9.50 |  |  |  | 47.50 |
| **Preadmissions (SPN) Cardiac** | 9.50 |  | 9.50 |  |  |  |  |  | 19.00 |
| **Preadmissions (SPN) Thoracic** | 9.50 | 9.50 | 9.50Friarige | 9.50 |  |  |  |  | 38.00 |
| **Theatres (SCP)** | 19.00 | 19.00 | 28.50 | 28.50 | 28.50 |  |  |  | 123.50 |
| **Outpatients clinic (SCP)** | 4.50 | 4.50 | 4.50 | 4.50 | 4.50 |  |  |  | 22.50 |
| **In-house waiters (SCP)** | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 |  |  |  | 25.00 |
|  | **66.50** | **57.00** | **76.00** | **66.50** | **57.00** |  |  |  | **323.00** |
| **Number of nurses** | **7** | **6** | **8** | **7** | **6** | **0** | **0** |  |  |
|  | **Convert to WTE** | **8.61** |
| **Sickness/holidays** | **21%** | **1.08** |
| **Admin (fax, phone calls, letters)** | **0.5%** | **0.04** |
| **Training and professional development** | **0.5%** | **0.04** |
| **Audit** | **0.5%** | **0.04** |
| **Management** | **0.5%** | **0.04** |
|  | **Total WTE** | **9.85** |

**1x Cardiothoracic SPN (full time) and 1x Cardiothoracic secondment for 12 months to cover ward day and preadmissions, Band 7**

**2x Thoracic SPN (full time) to cover ward day and preadmission, Band 7**

**5x SCP (full time) to cover theatres, OPC/IHU, Band 7**

**Strategy for out-of-hours care**

**Weekends and nights with a SpR non-resident on-call**

The table below is an example of a weekly rota covering weekends and nights with SPN and during the week with SCP.

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Surgery** |  |  |  |  |  |  |  |  |  |
|  | **Mon** | **Tue** | **Wed** | **Thu** | **Fri** | **Sat** | **Sun** |  | **Total hours** |
| **Ward day (SPN)****Cardiac** | 11.50 | 11.50 | 11.50 | 11.50 | 11.50 | 11.50 | 11.50 |  | 138.00 |
| **Ward day (SPN)****Thoracic** | 11.50 | 11.50 | 11.50 | 11.50 | 11.50 |
| **Ward nights (SPN)** | 11.50 | 11.50 | 11.50 | 11.50 | 11.50 | 11.50 | 11.50 |  | 80.50 |
|  | **34.50** | **34.50** | **34.50** | **34.50** | **34.50** | **23.00** | **23.00** |  | **218.50** |
| **Number of nurses** | **3** | **3** | **3** | **3** | **3** | **2** | **2** |  |  |
|  | **Convert to WTE** | **5.82** |
| **Sickness/holidays** | **21%** | **1.22** |
| **Admin (fax, phone calls, letters)** | **0.5%** | **0.04** |
| **Training and professional development** | **0.5%** | **0.04** |
| **Audit** | **0.5%** | **0.04** |
|  | **Total WTE** | **7.16** |
|  |  |  |
| **Preadmissions (SCP)** | 9.50 | 9.50 | 9.50 | 9.50 |  |  |  |  | 38.00 |
| **Theatres (SCP)** | 19.00 | 19.00 | 19.00 | 28.50 | 28.50 |  |  |  | 114.00 |
| **Outpatients clinic (SCP)** | 4.50 | 4.50 | 4.50 | 4.50 | 4.50 |  |  |  | 22.50 |
| **In-house waiters (SCP)** | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 |  |  |  | 25.00 |
|  | **38.00** | **38.00** | **38.00** | **47.50** | **38.00** |  |  |  | **199.50** |
| **Number of nurses** | **4** | **4** | **4** | **5** | **4** |  |  |  |  |
|  | **Convert to WTE** | **5.32** |
| **Sickness/holidays** | **21%** | **1.11** |
| **Admin (fax, phone calls, letters)** | **0.5%** | **0.04** |
| **Training and professional development** | **0.5%** | **0.04** |
| **Audit** | **0.5%** | **0.04** |
| **Management** | **0.5%** | **0.04** |
|  | **Total WTE** | **6.59** |

**7x Cardiothoracic SPN (full time) to cover ward day and preadmissions, Band 8**

**7x SCP (full time) to cover theatres, OPC/IHU, Band 8**

**Strategy out of hours (separate specialties)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Thoracic Surgery** |  |  |  |  |  |  |  |  |  |
|  | **Mon** | **Tue** | **Wed** | **Thu** | **Fri** | **Sat** | **Sun** |  | **Total hours** |
| **Ward day (SPN)****Thoracic** | 9.50 | 9.50 | 9.50 | 9.50 | 9.50 |  |  |  | 47.50 |
| **Preadmissions (SPN)** | 9.50 | 9.50 |  | 9.50 |  |  |  |  | 28.50 |
| **Outpatients clinic (SPN)** | 9.50 |  | 9.50FHN | 9.50 |  |  |  |  | 28.50 |
|  |  |  |  |  |  |  |  |  | **104.50** |
| **Number of nurses** | **2** | **2** | **2** | **2** | **1** |  |  |  |  |
|  | **Convert to WTE** | **2.78** |
| **Sickness/holidays** | **21%** | **0.58** |
| **Admin (fax, phone calls, letters)** | **0.5%** | **0.04** |
| **Training and professional development** | **0.5%** | **0.04** |
| **Audit** | **0.5%** | **0.04** |
|  | **Total WTE** | **3.37** |
| **Cardiac Surgery** |  |  |  |  |  |  |  |  |  |
| **Ward day (SPN)****Cardiac** | 12.50 | 12.50 | 12.50 | 12.50 | 12.50 | 12.50 | 12.50 |  | 87.50 |
| **Preadmissions** |  |  | 9.50 |  | 9.50 |  |  |  | 19.00 |
|  |  |  |  |  |  |  |  |  | **106.50** |
| **Number of nurses** | **1** | **1** | **2** | **1** | **2** | **1** | **1** |  |  |
|  | **Convert to WTE** | **2.84** |
| **Sickness/holidays** | **21%** | **0.59** |
| **Admin (fax, phone calls, letters)** | **0.5%** | **0.04** |
| **Training and professional development** | **0.5%** | **0.04** |
| **Audit** | **0.5%** | **0.04** |
|  | **Total WTE** | **3.55** |
| **SCPs** |  |  |  |  |  |  |  |  |  |
| **Theatres (SCP)** | 19.00 | 19.00 | 19.00 | 28.50 | 19.00 |  |  |  | 104.50 |
| **Outpatients clinic** |  | 9.50 |  | 9.50 |  |  |  |  | 19.00 |
| **In-house waiters** | 9.50 |  | 9.50 |  | 9.50 |  |  |  | 28.50 |
|  |  |  |  |  |  |  |  |  | **152.00** |
| **Number of nurses** | **3** | **3** | **3** | **4** | **3** |  |  |  |  |
|  | **Convert to WTE** | **4.05** |
| **Sickness/holidays** | **21%** | **0.85** |
| **Admin (fax, phone calls, letters)** | **0.5%** | **0.04** |
| **Training and professional development** | **0.5%** | **0.04** |
| **Audit** | **0.5%** | **0.04** |
| **Management** | **0.5%** | **0.04** |
|  | **Total WTE** | **5.06** |

**Strategy out of hours (same specialty)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Surgery** |  |  |  |  |  |  |  |  |  |
|  | **Mon** | **Tue** | **Wed** | **Thu** | **Fri** | **Sat** | **Sun** |  | **Total hours** |
| **Ward day (SPN)****2 SPNs** | 12.50 (x2) | 12.50 (x2) | 12.50 (x2) | 12.50 (x2) | 12.50 (x2) | 12.50 | 12.50 |  | 150.00 |
| **Ward nights (SPN)****1 SPN** | 12.50 | 12.50 | 12.50 | 12.50 | 12.50 | 12.50 | 12.50 |  | 87.50 |
|  |  |  |  |  |  |  |  |  | **237.50** |
| **Number of nurses** | **2** | **2** | **2** | **2** | **2** | **2** | **2** |  |  |
|  | **Convert to WTE** | **6.33** |
| **Sickness/holidays** | **21%** | **1.32** |
| **Admin (fax, phone calls, letters)** | **0.5%** | **0.04** |
| **Training and professional development** | **0.5%** | **0.04** |
| **Audit** | **0.5%** | **0.04** |
|  | **Total WTE** | **7.77** |
|  |  |  |  |  |  |  |  |  |  |
| **Preadmissions (SCP)** | 9.50 | 9.50 | 9.50 | 9.50 |  |  |  |  | 38.00 |
| **Theatres (SCP)** | 19.00 | 19.00 | 19.00 | 28.50 | 28.50 |  |  |  | 114.00 |
| **Outpatients clinic****(Cardiac)** | 4.50 | 4.50 | 4.50 |  | 4.50 |  |  |  | 18.00 |
| **Outpatients clinic****(Thoracic)** | 5.00 | 5.00 |  | 5.00 |  |  |  |  | 15.00 |
| **Inhouse waiters (SCP)** | 5.00 | 5.00 | 5.00 | 5.00 | 5.00 |  |  |  | 25.00 |
|  | **38.00** | **38.00** | **38.00** | **47.50** | **38.00** |  |  |  | **199.50** |
| **Number of nurses** | **4** | **5** | **4** | **6** | **4** |  |  |  |  |
|  | **Convert to WTE** | **5.32** |
| **Sickness/holidays** | **21%** | **1.11** |
| **Admin (fax, phone calls, letters)** | **0.5%** | **0.04** |
| **Training and professional development** | **0.5%** | **0.04** |
| **Audit** | **0.5%** | **0.04** |
| **Management** | **0.5%** | **0.04** |
|  | **Total WTE** | **6.59** |