

# Developing the Cardiac Catheterization Lab and Cardiac Preparation and Recovery Unit

## Cross-training Program: Case Report

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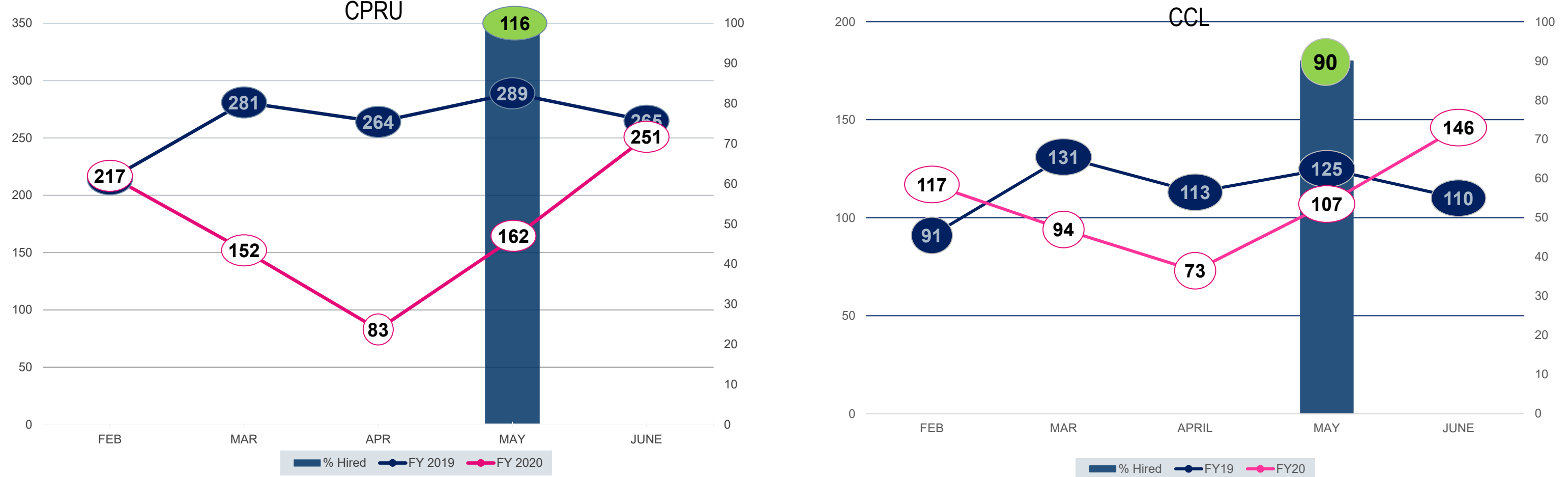
Background

- The Cardiac Prep and Recovery Unit (CPRU) and the Cardiac Catheterization Lab (CCL) are highly specialized areas requiring patient care to be provided by nurses with cardiac inpatient or Intensive Care Unit (ICU) experience
- Nurses receive specialized procedural and/or pre-post anesthesia care orientation
- Cross-training between units had been considered to:
  - increase staff satisfaction
  - improve fiscal responsibility
  - provide awareness of the full patient experience.
- Staffing constraints prevented implementation

Description

- Decreased volumes during the pandemic lead to redeployment of staff to multiple support roles throughout the organization
- Postponement of elective cases left the CPRU overstaffed and at risk of losing positions
- CCL had vacancies and was opening a fourth lab, leaving them understaffed
- CPRU and CCL leaders proposed to have some CPRU nurses cross-train to the CCL
  - preserve CPRU skill set for when volumes returned
  - support CCL vacancy
- Interested CPRU staff completed a shadow experience to assess feasibility of quickly training to aspects of the circulator role

CPRU & CCL Patient Volumes Feb-Jun FY20 and FTE Occupancy




Month	CPRU Volumes	CCL Volumes	CPRU FTE	CCL FTE
FEB	217	117		91
MAR	281	94		131
APR	264	73		113
MAY	289	107	116	90
JUNE	265	146		110

Staffing Plan May 2021

Unit	CPRU	CCL
Budgeted FTE	15.68	20.11
Hired	14.5	18.1
Reforecast Budgeted FTE	12.5	18.1
Pre-Planned 4 <sup>th</sup> Cath Lab	12.5	24
Over/Under	+2	-2
Reforecast	+2	-5.9


Orientation Plan

Circulator Skills	Recorder Skills
Operates Point of Care instruments	Documents all CCL case activities
Gather procedural supplies	Maintains log of procedure
Operates CCL equipment: Injector, ICE, IVUS, O2 Consumption unit	Provides report to receiving unit
Prepare & send lab samples	Transfers images to archival system
Prep patients	
Apply pressure dressing	



"Cross training has improved communication between all members of the care team and has heightened awareness of the nursing experience among the two units"- Brittany F

"Cross training between the CPRU and Cardiac Cath Lab has helped us better prepare patients and families for their scheduled procedures. We have appropriately addressed their questions and concerns while advancing a new skill set. " - Kate A



Discussion

- Two nurses volunteered to cross-train for one year
- Original plan consisted of a task-oriented approach
  - shadow experience feedback informed the leaders' decision to pivot to a role-based orientation
    - circulator role
- Orientation went well: first nurse quickly learned to circulate
- Radiation restrictions redirected the second nurse's orientation course to the recorder role
- Her success in learning to record encouraged leaders to have the first nurse also orient to this role
- Phase 2: Training CCL nurses to the CPRU
  - improve the ability to flex in both directions
  - began Spring 2022
  - two nurses have successfully oriented to care for pre and post procedural patient.
  - planning for additional CCL orientees underway
- Additional CPRU nurses have inquired about cross-training to the CCL
- Both units being fully staffed will provide more opportunities to cross-train additional nurses and flex between the units, to provide the best nursing care for our patients
- Challenges remain with scheduling
  - different staffing models
  - different hours of operation

Conclusions

- Nearly 2 years after the beginning of the Covid-19 pandemic
  - CCL is fully hired
  - CPRU has not lost any budgeted positions
- Cross-trained nurses split or transfer whole shifts to the area with the greater need
- Flexibility improves staffing without added cost
- Understanding the roles and responsibilities in both units improves communication about
  - patient flow
  - patient care
  - staffing needs
- All cross-trained staff have expressed satisfaction working in both areas
  - they have recruited others for this professional development opportunity
- Next steps: Improve patient experience and staff education by applying cross-trainers' enhanced knowledge
- Shared experience on the "inside" of both units allows the teams to break down communication barriers, improve knowledge of the systems both areas use, and build competency and consistency

Acknowledgements

We would like to acknowledge the leadership teams and staff of the CCL and CPRU for embracing this opportunity and working together to improve the care for our patients

Contact Information

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