POSITION DESCRIPTION

POSITION DETAILS:

TITLE: Trainee Perfusionist  
REPORTS TO: Chief Perfusionist  
LOCATION: Auckland City Hospital  
AUTHORISED BY: Chief Perfusionist  
DATE: September 2014

Purpose of Position:
The Trainee Clinical Perfusionist position is a full-time role and the appointee is required to:
- undertake didactic training in perfusion science through completion of Australasian Board of Cardiovascular Perfusion (ABCP) post graduate diploma of perfusion programme run by the ABCP
- gain clinical experience, understanding and practical competency in cardiopulmonary bypass and related cardiac support (under direct supervision) for both elective and emergency cardiovascular procedures as specified to achieve certification by the Australasian Board of Cardiovascular Perfusion. Following successful completion of the certification programme, the status and position description is updated to Staff Perfusionist.

Key Accountabilities:

Accountability 1. Prepare for and obtain the ABCP post graduate diploma in perfusion and ABCP certification (CCP) within 3 years.
Performance Objectives
- Meet ABCP course requirements to complete the Diploma of Perfusion
- To achieve competency to meet ABCP certification requirements to conduct: adult cardiopulmonary bypass (CPB) and extracorporeal life support (ECMO VAD Intra aortic balloon pump).
- To fulfil requirements of ABCP certification for the conduct of paediatric CPB
- To safely administer prescribed intravenous drugs and blood products under supervision during adult CPB
- To participate in on-call services as rostered and be available on site within 20 minutes from call out.

Accountability 2. To Achieve Quality Perfusion Practice
Performance Objectives
- Performs preoperative patient assessment
- Provides patients with clear explanation of CPB and answers relevant questions as part of pre-operative patient assessment under supervision
- Become proficient in accurate perioperative data entry into the CPR database and PDUC Research database.
- Contributes to the objectives of the CTSU Quality Plan
- Performs CPB and perfusion related procedures to ANZCP Standards of Practice
- Ensures appropriate levels of sterility for every procedure.

Accountability 3. To be responsible for aspects of own professional development
Performance Objectives
- Submit on time and achieve competency in all ABCP assignments/worksheets throughout the training period within the required time frame of 3 years
- Pass the module exams, and assessments for ABCP Dip Perf within the specified timeframe.
- Attains and maintains the minimum requirements for Certification and registration with the ABCP
- Attains Fellowship of the Australia and New Zealand College of Perfusionists FANZCP

Accountability 4. To contribute to the overall service of the unit
Performance Objectives
- Recognise instrument faults or an inadequate standard of data and initiate problem solving techniques or involvement of appropriately qualified personnel.
- Demonstrates team work, initiative and a high standard of work
- Contribute to the objectives the CTSU Quality and Production Plans
**Title of role:** Perfusionist Trainee  
**Date:** created or revised: 23/09/2014

## Authorities: (as per delegated authority policy)

<table>
<thead>
<tr>
<th>Direct Reports (if applicable):</th>
<th>Budget Accountability (if applicable):</th>
</tr>
</thead>
<tbody>
<tr>
<td>No delegated authority.</td>
<td>N/A.</td>
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## Relationships:

<table>
<thead>
<tr>
<th>External</th>
<th>Internal</th>
<th>Committees/Groups</th>
</tr>
</thead>
<tbody>
<tr>
<td>Patients</td>
<td>A+ Hospital Staff</td>
<td>Perfusion team.</td>
</tr>
<tr>
<td>Medical Industry Company personnel</td>
<td>Dept. M &amp; M</td>
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## PERSON SPECIFICATION

<table>
<thead>
<tr>
<th>Education/Achievements</th>
<th>Essential</th>
<th>Desirable</th>
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<tbody>
<tr>
<td>NZ Science Degree (or equivalent)</td>
<td></td>
<td>Excellent grades in undergraduate degree</td>
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<table>
<thead>
<tr>
<th>Experience / Knowledge / Competencies</th>
<th>Essential</th>
<th>Desirable</th>
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<tbody>
<tr>
<td>Clinical experience in a field closely related to cardiac surgery</td>
<td></td>
<td>Experience in the cardiac surgery environment</td>
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<td>Competency in MS Office computer applications</td>
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<table>
<thead>
<tr>
<th>Personal Qualities</th>
<th>Essential</th>
<th>Desirable</th>
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<tbody>
<tr>
<td>Developed sense of responsibility</td>
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<tr>
<td>Able to work with a team or independently</td>
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<tr>
<td>Maturity and communication skills to relate to patients and staff appropriately</td>
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<tr>
<td>Initiative and attention to detail</td>
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<table>
<thead>
<tr>
<th>Competency</th>
<th>Description</th>
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<tbody>
<tr>
<td>Academic Ability</td>
<td>Demonstrates a high academic ability and meets the minimum educational requirement for all courses. Is prepared for further study.</td>
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<tr>
<td>Technical Skills / Focus</td>
<td>Has a good analytical ability. Can adapt easily to different situations. Demonstrates good initiative and ability to troubleshoot.</td>
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<tr>
<td>Teamwork</td>
<td>Collaborates with fellow team members and other work groups to achieve objectives for the good of the whole. Actively contributes to and accepts consensus decisions. Seeks out opportunities to support others in achieving goals. Recognises and respects individual differences.</td>
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<tr>
<td>Planning and Monitoring</td>
<td>Develops action plans to accomplish goals, establishes timeframes and allocates resources. Identifies and removes barriers. Monitors progress and addresses problems to achieve outcomes.</td>
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<tr>
<td>Organising</td>
<td>Establishes a plan of action and achieves priority goals. Manages workload/flow, recognises and addresses barriers, and takes account of changing priorities.</td>
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<tr>
<td>Bicultural Approach</td>
<td>Understands the significance of the Treaty of Waitangi. Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve opportunities for Maori.</td>
</tr>
<tr>
<td>Communication/Interpersonal Skills</td>
<td>Actively listens, drawing out information and checking understanding. Expresses information effectively, both orally and in writing, adjusts language and style to the recipients and considers their frame of reference. Empathises with others and considers their needs and feelings.</td>
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Judgement/Decisiveness | Considers options, develops options, identifies the pros and cons and makes effective decisions within appropriate timeframes and levels of responsibility. Recognises critical factors and weighs up risks appropriately. Knows when to ask for help.

Learning | Constantly strives to build knowledge and skills, acknowledges and learns from mistakes and improves outcomes.

Basic Computing | Ability to use a personal computer with standard software applications for basic operations such as file management, word processing, e-mail, diary management, excel.

Self Management | Sets high standards and strives to achieve stretching goals. Displays drive and energy and persists in overcoming obstacles. Copes with stress, is resilient to change and understands personal limitations. Is proactive and displays initiative.

**Trainee Perfusionist Scope of Clinical Practice**

Clinical perfusion is defined as the functions necessary for the support, treatment, measurement, or the supplementation of the cardiopulmonary and circulatory systems of the patient.

A Trainee Perfusionist trains to become a highly skilled health professional, by academic and clinical education and by experience, who **under supervision** sets up and controls and operates equipment (typically the heart lung machine) to conduct blood outside the body of the patient. In most cases this is performed to allow the patient to undergo heart surgery. The patient’s physiology is maintained in a stable condition whilst their heart and lungs are stopped for the purpose of the operative repair. All heart operations require the services of a perfusionist to operate a heart-lung machine and other extra-corporeal circulation equipment during cardio-pulmonary bypass. A perfusionist additionally may operate such equipment during any medical situation where it is necessary to support, or temporarily replace, the patients’ cardiopulmonary or circulatory function and ensure the safe management of physiological functions by monitoring all necessary variables.

Such procedures include:

- Cardiopulmonary bypass (perfusion)
- Cardiac Operations (CABG, Valves)
- Vascular Operations (Aneurysms, Dissections)
- Heart Transplantation
- Haemodilution
- Haemofiltration / plasmaphaeresis.
- Lung Transplantation
- Liver Transplantation
- Administration of prescribed medications, blood components, and anaesthetic agents via the extra-corporeal circuit.
- Blood gas / biochemistry monitoring.
- Physiological monitoring.
- Administration of cardioplegia
- Full clinical documentation of duties carried out.
- Intra-Aortic Balloon counterpulsation
- Ventricular Assist Device
- Autotransfusion
- ECMO (Extracorporeal Membrane Oxygenation)
- Extracorporeal Life Support
- Patient consultation
- Teaching
- Research & development
- Equipment

The above duties describe a spectrum of services potentially carried out by Perfusionists
**WORKING FOR ADHB – EXPECTATIONS OF EMPLOYEES**

**CITIZENSHIP**
All employees are expected to contribute to the innovation and improvement of Auckland District Health Board as an organisation. This means:

- Using resources responsibly
- Models ADHB values in all interactions
- Maintaining standards of ethical behaviour and practice
- Meeting ADHB’s performance standards
- Participating in organisation development and performance improvement initiatives
- Helping to develop and maintain Maori capability in ADHB, including developing our understanding of the Treaty of Waitangi and ways in which it applies in our work
- Raising and addressing issues of concern promptly

**THE EMPLOYER AND EMPLOYEE RELATIONSHIP**
We have a shared responsibility for maintaining good employer/employee relationships. This means:

- Acting to ensure a safe and healthy working environment at all times
- Focusing our best efforts on achieving ADHB’s objectives

A performance agreement will be reached between the employee and their direct manager and/or professional leader containing specific expectations.

**CONSUMER/CUSTOMER/STAKEHOLDER COMMITMENT**
All employees are responsible for striving to continuously improve service quality and performance. This means:

- Taking the initiative to meet the needs of the consumer/customer/stakeholder
- Addressing our obligations under the Treaty of Waitangi
- Involving the consumer/customer/stakeholder in defining expectations around the nature of the services to be delivered and the timeframe
- Keeping the consumer/stakeholder informed of progress
- Following through on actions and queries
- Following up with the consumer/customer/stakeholder on their satisfaction with the services

**PROFESSIONAL DEVELOPMENT**
As the business of ADHB develops, the responsibilities and functions of positions may change. All staff are expected to contribute and adapt to change by:

- Undertaking professional development
- Applying skills to a number of long and short term projects across different parts of the organisation
- Undertaking such development opportunities as ADHB may reasonably require