



Dear EP Managers & Staff,

Our newsletter's five minute goal is to help you hire and manage staff more wisely, give you a simple and practical explanation of Atrial Flutter Ablations, and improve your departments budget. I invite you to see if we succeed.

If EP education is a need for you or your staff, we have organized over 50 Online Educational programs, and more than 140 other resources on the "EP Links" page of EPreward's website. This has become a great tool for staff. If you haven't visited yet, come and review these great [learning opportunities](#).

Respectfully,

Steve Miller, RN

Seek "Allies" When Hiring New Staff

Hiring the best staff is one of a manager's many challenges. A client recently commented on what he felt was the most important goal in hiring... to look for employees who will be "allies" in the department's mission... people with passion in their work and a drive to improve themselves and their department.

When interviewing, hire people you can admire. Not because they are similar to you or your current staff, or feel like they can be friends, but because of their work ethics. Having a variety of personalities and backgrounds in your Staff is important in forming a team with complementary thinking and skills.

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- Seek "Allies" When Hiring
- Atrial Flutter Ablation
- Choose Your Platinum Price
- Sell Your Unused EP Catheters & Used Equipment

Atrial Flutter Ablation Simple & Practical

Viewing the heart from an anterior perspective, "typical" Atrial Flutter is a circular path of conduction traveling counter-clockwise around the right atrium. This circuit involves the impulse moving superiorly up the atrial septum away from the coronary sinus os, across the roof, down the lateral wall, then across the "isthmus" of tissue lying anterior to the inferior vena cava and posterior of the tricuspid valve, progressing back up the atrial septum just anterior of the CS os, then back around again. It is a "re-entrant" rhythm which means each time the impulse travels around, it stimulates itself to cycle around again.

This frequently performed ablation is primarily "anatomic" in nature. The goal is to create an ablation line across the "isthmus" of the right atrium from the tricuspid



"Allies" may not always be the most experienced, or best choices on paper. But their history of working hard to master their past position, and collaborating with peers to the betterment of their previous department identifies them as potential "allies". They are proven hard workers who will learn to excel in EP.

He praised the book "Great Employees Only: How Gifted Bosses Hire and De-Hire Their Way to Success." by Dale Dauten. So we purchased it and love its unique approach to a variety of management issues.

The book further describes how mediocre employees seem to multiply themselves as they create an environment of marginal performance that negatively affects the whole team. This inevitably requires a much greater amount of management time and effort while dealing with a poorly functioning department.

Are you thinking, "I'm lucky just to have enough warm bodies?" Every day is interview day through the entire hospital, and beyond. Continuously scan for and market your department to potential "allies". There are excellent staff who want to work in the intellectually stimulating, forefront of cardiology area that you manage. They just don't know it.

To read more about identifying, hiring, and supporting "allies" and avoiding and motivating mediocre staff to improve or move on ("de-hiring"), we recommend this excellent resource. [Amazon](#) has new and used books from \$6.32.

For our clients, or those who wish to become a new client, we will buy the book for you. [Just let us know](#). Limit to first 20 responses.

Survey: Help us identify and provide the information you need most by taking this 5 question survey. [Survey- Jan/Feb 2008](#)

valve to the inferior vena cava. This wall of scarred and electrically non-conductive tissue will then block the re-entrant impulse as it attempts to complete the circuit and go around again.

For a good review of anatomy, the arrhythmia, and the ablation procedure see this [presentation](#) by Dr. William G. Stevenson from Brigham and Woman's Hospital, Boston, MA. provided by the Heart Rhythm Society.

Pick Your Platinum Price!

Receive the highest Platinum price possible. You can never know what the price of Platinum will be 2 weeks to 8 weeks after you send your EP catheter tips. EPeward pays you the best closing Platinum price from the date you ship your catheters to the date we write your check.

Even without this benefit, our payment for your catheter tips is consistently the highest available. See the Catheter Tip Pricing Menu in a following email that lists the price you will be paid for each catheter. And be assured that our detailed itemization of your tips guarantees that you are paid what is promised. [Contact us](#) for your platinum recovery information.

"We have checked around and you have the best prices. We will be using you."
EP Lab, New York.

Sell Your New/Unused EP Catheters & Used Equipment



Unused supplies and equipment can be worth thousands of dollars to your Lab every year. We are working hard to find uses for this equipment and fulfill our goal... "let nothing EP go to waste." Invite us to become a part of your cost-savings program. Our EP Catheter Relocation program has new, unopened, fully warranted EP catheters are for sale at 50% to 70% below their list price. Come see what is available for your department [EP Catheters for Sale](#).

Items EPreward Will Buy from Your Department

Once-used AcuNav Catheters at \$50 each.

Unopened and yet-to-expire EP Catheters at up to 35% of their list price.

Unopened and expired EP Catheters at \$15 to \$50 each.

Used EP Equipment such as Ablators, Stimulators, EP Systems, etc.

Items That Other Labs are Looking to Buy

EPT 1000 Ablation Generator

Pruka Recording System

Patient Interface Unit from Older ESI System

Cardema Catheters and Equipment

Contact us if your department has equipment it is not going to use.

Thank you...

... for taking a few minutes out of your busy schedule. I hope you were able to gather several useful ideas. In the future, we would welcome articles that are written by you. Email us if you are interested (steve@epreward.com). Have a safe and healthy winter.

Respectfully,

Steve Miller, RN & the Staff at EPreward