

NHS Grampian
JOB DESCRIPTION



SECTION 1

JOB IDENTIFICATION

Job Title: Theatre Practitioner- RN/ODP

Department(s): NHSG Theatre Suites

Location: ARI, Baird Family Hospital (AMH, ARI MTS) and Woodend

Hours: 37 hours per week

Grade: Band 5

Salary: Annex 21 - % of a Band 5 rate:
1st Year - £25,827
2nd Year - £27,814
3rd Year - £29,801

Contract: 3 Years

Job Reference: CI214576

SECTION 2

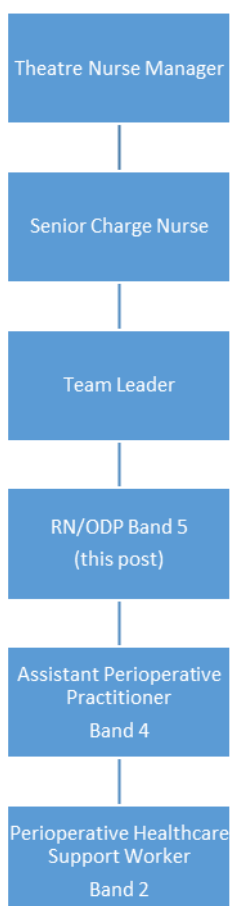
Job Purpose

The theatre practitioner is an integral member of the perioperative service and works within a cohort of perioperative professionals aligned to the wider service.

The postholder actively participates in the delivery of evidence/research based and person centred perioperative care. Is clinically focused in a fast paced environment where patient conditions can vary across their treatment.

The incumbent is responsive to innovation and emerging surgical technology. The incumbent contributes to the overall effectiveness of the preoperative service is attentive to clinical governance, contributes to students and staff supervision, assessment and mentorship. Contributes to the development of standardised, efficient and effective improvement of perioperative service

Organisational Chart (Please identify this post clearly in the structure – as a minimum show 2 levels above and 2 levels below (where relevant).



Please refer to appendix B(i) for definitions

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| 1 | <p>Communication and relationship skills JE Score 4</p> <p>Provide and receive complex, sensitive information requiring persuasive, empathic and reassurance skills; co-operation required; or where there are barriers to understanding Communicates sensitive information concerning adult and child patients' medical condition, requires persuasive, reassurance skills; some patients have special/learning disabilities</p> <p>The post holder communicates across a continuum of internal/external stakeholders, patients and families and situations e.g.: during planned surgery and during emergencies.</p> <p>Actively participates and communicates as an effective, professional and competent member of the multidisciplinary team.</p> <p>Demonstrates the ability to effectively listen to other points of view.</p> <p>Communicate information on a regular basis re theatre utilisation and operational challenges, within the sphere of responsibility, reporting to their team leader, theatre coordinator and/or Senior Charge Nurse/ODP.</p> <p>The postholder optimises communication skills to de-escalate situations as seen to ensure site and theatre safety.</p> <p>The postholder would be required to communicate with the Theatre Manager in relation to incidents, risks and complaints.</p> <p>The principle purpose of communication relates to the patient's condition, challenges associated with the patients' plan of care and surgery. Challenges relate to theatre resources including staff, equipment and operating time.</p> <p>The incumbent communicates effectively with patients and carers, ensuring their involvement in decision making and treatments. The postholder is required to adapt their communication style to meet the needs of patients and overcome barriers to communication; such as physical, mental or learning disabilities, anxiety or confusion. The postholder may frequently have to play a lead role in dealing with distressed, upset, angry or anxious patients, carers, relatives and staff</p> |
| 2 | <p>Knowledge, training and experience JE Score 5</p> <p>Understanding of a range of work procedures, which requires expertise within a specialism underpinned by theoretical knowledge or relevant practical experience Theoretical and practical knowledge of theatre procedures acquired through relevant degree or diploma plus experience of an equivalent level of knowledge The postholder is required to be a Qualified Practitioner with current registration with appropriate professional body. Relevant post-registration/graduate qualifications are desirable.</p> <p>Participate as a Perioperative Practitioner with NMC or HCPC registration as a Registered Nurse or Operating Department Practitioner.</p> <p>Assesses, plans, implements and evaluates perioperative care through evidence</p> |

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| | <p>based practice, knowledge and experience. Is experienced in instrumentation, anaesthetic assistant or PACU roles. Demonstrated completion of anatomy, physiology and pathophysiology in undergraduate degree. Demonstrated post graduate education in perioperative service e.g.: foundations in perioperative practice, NES Anaesthetic Competencies or PACU competencies.</p> <p>Ensures the safety and dignity of the patient at all times through communication and documentation according to professional policies and procedures.</p> <p>Develop and maintain a high standard of patient care within the perioperative environment through interpretation of latest evidence, legislation, guidelines and standards.</p> <p>Practice and promote confidentiality at all times.</p> <p>Demonstrates up to date knowledge of pathophysiology, associated surgical treatment pathways and integration of support services e.g.: pathology, cancer treatment pathways, radiography.</p> <p>Maintains high safety and IPC guidelines to maintain patient and staff safety.</p> <p>Participate in health promotion and prevention of illness.</p> <p>Ability to demonstrate knowledge and competence.</p> <p>Functions within the role of scrub/instrument practitioner , PACU, anaesthetic and circulating assistants as per latest competency framework.</p> <p>Completes workplace student assessor and supervisor training and maintains competence to sign off student practice placements.</p> |
| 3 | <p>Analytical and judgemental skills JE Level 3</p> <p>Judgements involving a range of facts or situations which require the analysis, or comparison of a range of options Assess patient's condition</p> <p>The postholder will be required to use their own initiative and be able to make sound decisions, however they must recognise their own limitations and actively seek out guidance and supervision when required.</p> <p>The practitioner is required to analyse and judge surgeon's/anaesthetists requirements relating to patient perioperative agreed plan of care and changing needs through situational awareness and a sound knowledge of preferences.</p> <p>Required to use rapid judgement in the assessment and treatment of patients efficiently and appropriately in all clinical situations e.g. a cardiac arrest on table, activation of massive bleeding protocol and/ or major trauma cases. Required to use own judgement whilst observing patient's condition and should report any changes in prescriptive care to relevant disciplines e.g. observation of the patient when performing the role of Anaesthetic Assistant.</p> <p>They will assess, plan, implement and evaluate care for individual patients, within their own area of responsibility e.g. active member of the surgical Team Brief as per WHO Guidelines and Time Out. Assesses the theatre list and coordinates instrumentation and consumables in preparation. Communicates plan to colleagues assuring safe and efficient perioperative care pathways. Constantly monitors perioperative care in the theatre environment maintaining a high level of situational</p> |

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| | <p>awareness; has the ability to predict rather than be prompted.</p> <p>The postholder completes competence in Non-Technical skills for perioperative practitioners.</p> <p>The post holder will be required to use their own initiative and be able to make sound and rational clinical decisions and remain focused throughout the process e.g. identifies gaps in skill mix and safe staffing numbers for their theatre and coordinates with the team leader to ensure staffing numbers are at safe ratios.</p> <p>Clinical decision making and professional judgement is optimised through collaboration across the perioperative service e.g. coordination with the MDT, Surgeons and Anaesthetists to rearrange list orders.</p> <p>Addresses issues arising in a professional and discrete manner, knowing their limitations and escalates to their team leader as appropriate.</p> |
| 4 | <p>Planning and organisational skills JE Score 2</p> <p>Plan and organise straightforward activities some of which may be on-going Organises own time and that of junior staff</p> <p>Priorities and organises own workload and coordinates and manages their team in a person centred manner.</p> <p>Will manage the workload of junior staff, ensuring their time is appropriately utilised. Delegates to Healthcare Support Workers within their scope of practice and experience.</p> <p>Works in collaboration with emergency theatre suite colleagues to optimise theatre utilisation and reduce waiting times e.g.: will take an emergency relating to their specialism off the emergency list if they have time to complete.</p> |
| 5 | <p>Physical Skills JE Score 3(a)(b)</p> <p>Developed physical skills, manipulation of objects, people, narrow margins for error; highly developed physical skills, accuracy important. Manipulation of patients during clinical procedures; assembles instruments/equipment; laryngeal mask insertion.</p> <p>Basic skills to use information technology to operate such systems as Opera and Turas.</p> <p>Perioperative environments hold large volumes of heavy technology and equipment for surgical operations. Equipment is heavy and sensitive to movement. A high degree of planning and skill is required to physically move and manoeuvre such equipment. Physical skill is required to manoeuvre and position patients on operating tables and beds post operatively.</p> <p>The following are <u>some</u> of the equipment used by the post holder: Operating Table and attachments</p> |

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| | <p>Anaesthetics Machines</p> <p>Infusion Devices</p> <p>Emergency equipment</p> <p>Invasive patient equipment- catheters, picc lines, hickman lines, central lines, cannula's, drains, IV infusions, injections, irrigation systems, drugs, resuscitation equipment, wound dressing and Vac therapy, blood glucose monitors, naso gastric systems, orthotic equipment.</p> <p>Hoists - hydraulic/electric and special adaptive beds/mattress.</p> <p>The post holder is required to directly use or maintain resuscitation equipment, manual handling aids and all clinical equipment as required within the service.</p> |
| 6 | <p>Responsibilities for patient/client care JE Score 5(a)</p> <p>Develop programmes of care. Delivers peri and post-operative patient care</p> <p>Post holder offers specialist advice to patients e.g. preparation for surgery via DOSA staff e.g. giving specific perioperative advice and guidelines bespoke to specialism and surgeon.</p> <p>Orientates students and new starts to the specialism and service.</p> <p>Contributes to a perioperative plan of care, ensuring the safety and dignity of the patient at all times.</p> <p>Applies perioperative knowledge to deliver a specialist person centred service within the Theatre Suite.</p> <p>Reports on clinical complaints, risks and adverse events within the perioperative service.</p> <p>Provides continuity of perioperative care for all patients.</p> <p>Work flexibly and professionally in order to be responsive to changing clinical scenarios and provision of care to meet individual patient needs.</p> |
| 7 | <p>Responsibilities for policy and service development implementation JE Score 1</p> <p>Follow policies in own role May comment on theatre policies</p> <p>Post holder offers specialist advice to patients e.g. when checking in for surgery</p> <p>Assists in orientation to the specialism for new starts and supplementary personnel.</p> <p>Contributes to and may be required to lead on a perioperative plan of care, ensuring the safety and dignity of the patient at all times.</p> |

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| | <p>Applies perioperative knowledge to lead and manage a specialist person centred service within the Theatre Suite.</p> <p>Manages clinical complaints, risks and adverse events within the perioperative service.</p> <p>Provides continuity of perioperative care for all patients.</p> <p>Work flexibly and professionally in order to be responsive to changing clinical scenarios and provision of care to meet individual patient needs.</p> |
| 8 | <p>Responsibilities for financial and physical resources</p> <p>JE Score 2(a)(b)</p> <p>Safe use of equipment other than equipment used personally; orders stock Assembles/dismantles surgical equipment; pre-use checks of anaesthetic equipment; orders stock for theatre</p> <p>Maintains adequate levels of stock avoiding overstocking of high cost consumables.</p> <p>Works in collaboration with the team leader and SCN/SODP to maintain Capital Asset Register.</p> <p>Identifies equipment beyond safe working life and arranges for decommissioning with the surgical instrument team.</p> <p>Works closely with Surgical Instrument Team to identify specialist CDU equipment. May be asked to comment on trial equipment in the theatre environment.</p> <p>Interfaces with internal stakeholders to optimise specialist care and equipment</p> |
| 9 | <p>Responsibilities for human resources JE Score 1–2(b)</p> <p>Demonstrates own activities to new/less experienced employees/provides clinical supervision Demonstrates own duties to staff; supervises staff working towards a qualification or professional registration</p> <p>The post holder will have day to day responsibility for their role in partnership with their team leader. Post holder supervise and assess HCSWs, student nurses, ODPs or paramedics as well as visitors new to operating theatres.</p> <p>They will appraise HCSWs annually within own area of responsibility and provide support to junior staff in the cascading of appraisals throughout the grades. Ensures all HCSWs have an annual personal development plan (PDP) which focuses on development needs and monitors performance, in line with TURAS. They will delegate staff effectively through analysis of skill mix.</p> <p>May deputise for the team leader during times of absence.</p> |

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| 10 | <p>Responsibilities for information resources JE Score 1</p> <p>Record personally generated clinical observations Maintains patient records.</p> <p>Monitors the accurate completion of all nursing within periop environments including accuracy with online OPERA fields.</p> <p>Required to report any incidents according to the DATIX Reporting System, initiating appropriate action when required. Reports near misses and higher risk datix directly to the team leader.</p> <p>May be asked to engage in pilots of new information systems.</p> <p>The following are <u>some</u> of the IT systems used by the post holders: TURAS, Health Roster, Annual leave recording, OPERA, Blue-Spier, TRAK Care, QMPLE.</p> |
| 11 | <p>Responsibilities for research and development JE Score 1–2(b)</p> <p>Undertake surveys or audits as necessary to own work/regularly participates in clinical trials May participate in clinical trials/regularly participates in clinical trials</p> <p>Assists in the audit process for monitoring and reviewing perioperative quality and equipment on a regular basis.</p> <p>Regularly audits the environment and actions the risk register monthly with the assistance of the team leader.</p> <p>Participates in action research as per the service research schedule e.g. Practice Development and Person Centred Research for robotic assisted surgery</p> <p>The post holder may be involved in clinical and equipment trials as per the service demands.</p> <p>Working knowledge and application of Scotland IPC Manual and IPC auditing.</p> |
| 12 | <p>Freedom to act JE Score 3</p> <p>Clearly defined occupational policies, work is managed rather than supervised Works within codes of practice and guidelines</p> <p>Line managed by Theatre Practitioner Team Leader.</p> <p>Assesses, plans and implements their own professional development in collaboration with their Line Manager. Maintain responsibility for own personal development by attending meetings, study days and self-directed learning as appropriate with subsequent responsibility for cascading acquired knowledge.</p> <p>Will adhere to current NHSG and wider NHS Scotland policies.</p> |

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| | The post holder must always work within the NMC / HCPC Codes. |
| 13 | <p>Physical effort JE Score 2(a)/3(c)</p> <p>Frequent sitting or standing in a restricted position/frequent moderate effort for several short periods Standing at operating table/Moving patients, beds, trolleys, equipment several times a day.</p> <p>Frequent moderate effort required for transporting and manoeuvring theatre equipment including operating tables, anaesthetics machines and stacks and assisting with transferring patients to and from the operating table and positioning patients for surgical procedures.</p> <p>The post holder will initiate and maintain appropriate emergency care e.g. Cardiopulmonary Resuscitation.</p> <p>Works in confined space e.g. Sterile field and/ or anaesthetic room.</p> <p>Extended periods of standing in confined spaces.</p> |
| 14 | <p>Mental effort JE Score 2(a)/3(b)</p> <p>Frequent requirement for concentration/Occasional requirement for prolonged concentration, predictable work pattern Concentration required for carrying out theatre procedures</p> <p>On occasions the post holder's mental effort requires prolonged periods of concentration to assure accuracy with advanced technological equipment e.g. Pneumatic tourniquets, diathermy, laser and robots.</p> <p>The post holder assesses plans and manages the patient's perioperative pathway of care and is responsible for establishing and maintaining asepsis and correcting any breaches to aseptic technique.</p> <p>The post holder coordinates Anaesthetic and/ or instrumentation for each individual case, anticipates Surgeons needs and is responsible for accurate counting of accountable items.</p> <p>Ability to adapt and lead a specialism through daily changes in patient condition on the operating table as well as changes to the Theatre schedule.</p> <p>Frequent requirement for concentration regarding documentation e.g. specimen management counting of accountable items, adverse events and fluid recordings.</p> |
| 15 | <p>Emotional effort JE Score 3a</p> <p>Frequent distressing or emotional circumstances Patients involved in major trauma, dealing with distressed patients or relatives, deaths of patients during surgery</p> <p>Post holder will be exposed on a daily basis to highly distressing circumstances e.g. major trauma, cancer patients, organ donation, deaths.</p> |

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| 16 | <p>Working conditions JE Score 4 (b)</p> <p>Frequent highly unpleasant working conditions Contact with body fluids</p> <p>Post holder will be frequently exposed to body fluids and tissues e.g. emptying catheter bags, performing endotracheal suction, blood gases, bed baths, last offices and handling of specimens etc.</p> |
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PERSON SPECIFICATION

The Person Specification should meet the demands of the job. Applicants will be assessed in relation to their ability to meet the real requirements of the job as laid down in the job description. Shortlisted candidates **MUST** possess all the essential components as detailed below.

POST/GRADE **Graduate Apprentice, Operating Department Practitioner (BAND 5)**
 LOCATION/HOSPITALS **NHS Grampian**
 DEPARTMENT **Operating Departments: Aberdeen Royal Infirmary, Dr Grays Hospital, Elgin, Aberdeen Maternity Hospital, Baird Family Hospital**

| ATTRIBUTES | ESSENTIAL | DESIRABLE |
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| Qualification & Experience | <p>You require to passes in the Scottish National Qualifications in five subjects including three at higher level. For those applicants who do not meet the standard entry requirements, applications may be considered on an individual basis from those who possess a minimum of one year's relevant work experience and meet the previous DipHE entry criteria (passes in the Scottish National Qualifications in five subjects including two at higher level or equivalent SVQ, HNC, HND) where the applicant has demonstrated the development of key skills evidenced through a detailed supporting personal statement.</p> <p>To meet HCPC (2018) requirements for accreditation, all candidates must be able to communicate in English to the required standard equivalent to level 7 of the International English Language Testing System (IELTS), with no element below 6.5</p> <p>Entry to the programme will be subject to satisfactory PVG (Protecting Vulnerable Groups) assessment</p> | <p>Variety of traditional and non-traditional qualifications can be considered</p> <p>Evidence of recent academic study</p> |
| Special Aptitude & Abilities | <p>Good interpersonal skills Ability to problem solve Self-motivated and enthusiastic Committed to study and self-development Well-developed verbal and written communication skills Keen desire for a perioperative career Compassionate, polite and respectful Able to work under own initiative within scope of role</p> | <p>Prior understanding of the peri-operative environment</p> |

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| | IT Skills – this programme is online based Understanding of equality and diversity and how to apply it to self | |
| Disposition | Awareness of importance of working as part of a team Ability to work in a multidisciplinary team Ability to maintain confidentiality Safe in the peri-operative environment | |
| Particular Requirements of the Post | Able to work under stressful conditions Able to stand for long periods May be required to wear PPE for long periods Able to work flexibly as situation demands | |
| Other Factors | On-call commitment May at time be required to wear heavy lead protection Rotation within theatre sites across NHS Grampian Able to work day / night rotation if required | |

| MAJOR RISKS IN DOING THIS JOB |
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| Frequent moving and handling of patients and objects. Working with hazardous substances. Occasional / frequent exposure to distressing circumstances and confused or aggressive patients. Exposure to blood, body fluids and soiled linen. |