

Job Description

JOB TITLE	Senior Theatre Practitioner
GRADE	Band 6
REPORTS TO	Lead Practitioner
ACCOUNTABLE TO	Clinical Theatre Manager
DEPARTMENT	Theatres
DIVISION	Surgery
DATE	January 2022

JOB PURPOSE

To assess, plan, implement and evaluate surgical/anaesthetic/recovery care, in a safe caring environment in which to meet the patient's needs, maintaining their dignity throughout the total episode of care.

To provide individualised care, acting as the patient's advocate in all matters relating to care given in a multidisciplinary environment, within agreed policies and procedures.

To demonstrate leadership that will encourage and promote effective teamwork.

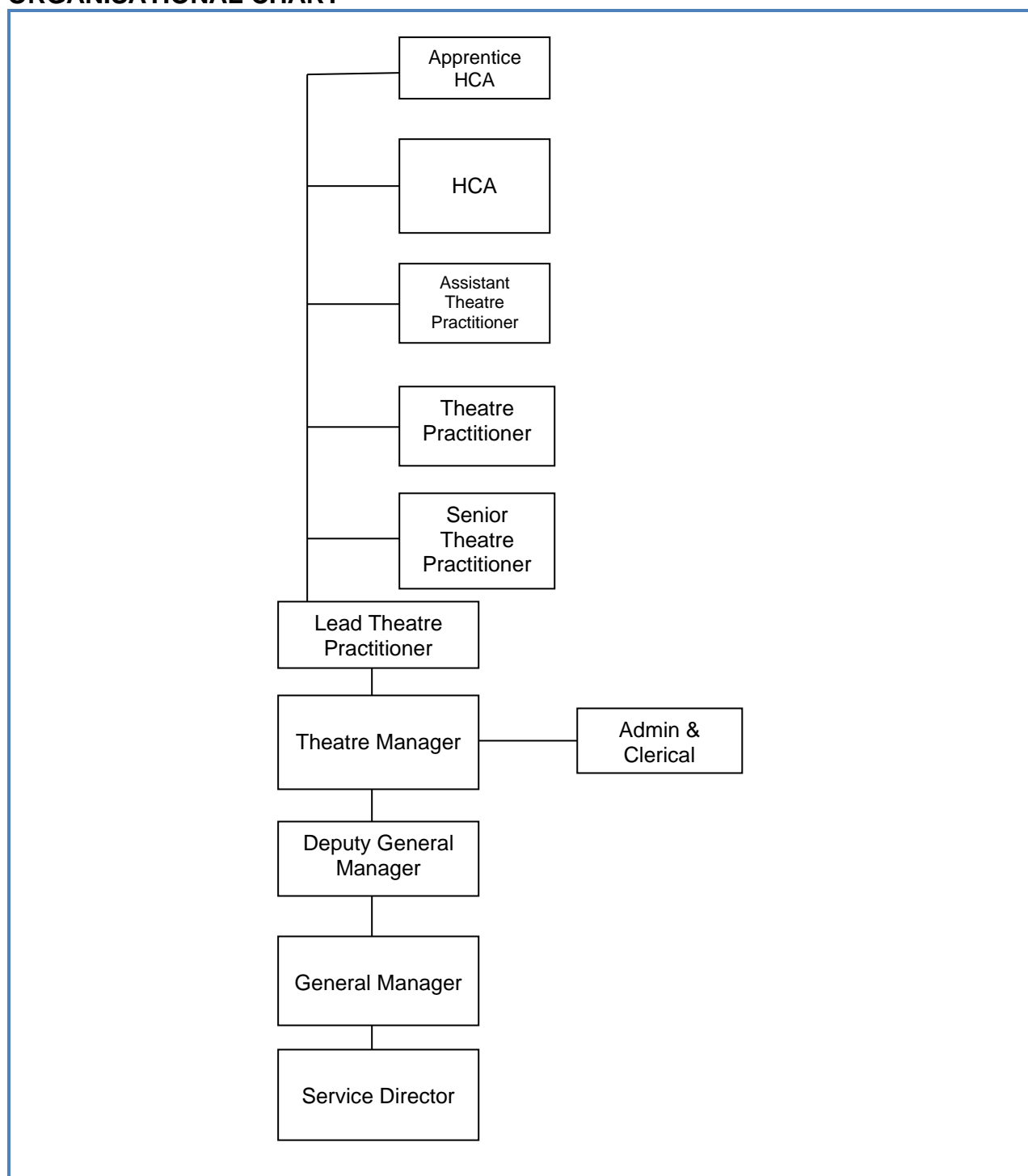
To provide advice and support to junior staff in the delivery of high quality care, whilst actively supporting and when required deputising for the Lead practitioner in the management of the healthcare environment.

To Support innovative clinical practice and contribute to implementing nursing policies based on National and local strategies for health care.

DIMENSIONS

Budget: £4,000,000

ORGANISATIONAL CHART



KEY RELATIONSHIPS

Internal

- Managers
- Deputy Lead Practitioners
- Senior Practitioners
- Theatre Practitioners
- HCAs

- Portering
- Wards / Departments
- HSSU
- Procurement
- Finance
- Infection control
- Health and Safety

External

- Companies
- Sales representatives

KEY RESULT AREAS

Clinical

Undertake all duties of a Theatre Practitioner: -

Assess the immediate and ongoing needs of the patient and when appropriate, in discussion with them/ and or their significant others, develop an individualised plan of care.

Prioritise, implement and evaluate patient care in accordance with Trust policies, procedures, protocols and guidelines.

Make use of current evidence based practice to inform the delivery and promote the development of clinically effective care.

Ensure that all theatre documentation is maintained to the trust standard (including electronic records) and assist in the implementation of clinical audit to measure and evaluate care planning.

Establish a safe working environment for patients and staff in accordance with Trust policies, procedures, protocols and guidelines.

Contribute to the development of health promotion, where appropriate, and education strategies and take every opportunity to ensure they are implemented, making use of all available resources.

Work in partnership with all members of the health care team both within and external to the Directorate to ensure continuity of care for the patient.

Support and advise others in the process of identifying the care needs of a patient with complex problems.

Assist junior staff in prioritizing, implementing and evaluating patient care in accordance with Trust policies, procedures, protocols and guidelines.

Professional

Be proactive in the development of a culture that is committed to innovation and quality improvement, using current research and audit.

At all times ensure that own actions support and promote equality, diversity and the rights of Patients the public and colleagues within the health care environment.

At all times display exemplary standards of behaviour and ensure own work practices and attitudes provide an example of professionalism to all staff.

Contribute to the introduction of innovative ideas and new ways of working to enhance patient care, and the development of the service, and act as a source of information and advice in specific areas of practice to the benefit of patient care and the development of the service.

At all times ensure that own actions support and promote equality, diversity and the rights of the public and colleagues within the health care environment.

In accordance with professional codes maintain own professional development and competence to practice, whilst actively supporting other members of the team with their own development.

Managerial

Act as a support to the Theatre Manager and Lead Practitioners and deputise when necessary.

Make use of all available methods of communication to monitor and contribute to the development of effective communication systems. Take action to resolve problems when communication fails within the health care team, including external agencies and with patients and their significant others.

Contribute to the management and influence the effective use of available resources (people, equipment and stock) Taking into account ongoing needs and potential problems.

Identify hazards, assess and categorise risks where appropriate. Developing and implementing control measures to prevent further risk, actively promote the health and safety of patients, the public and staff in the health care environment.

Contribute to the development of networks and work in partnership with all members of the health care team both within and external to the division to ensure continuity of care for the patient.

Assist in the development of individual staff and the nursing team as a whole, through the use of appraisal and personal development plans taking into account both the needs of the service and the aspirations of the individual practitioner.

Educational

Provide effective orientation of staff, including timely completion of local and Trust induction, mandatory training, welcome to the department and early objective setting through a development plan and regular follow up.

Actively participate in the motivation, training and development of junior staff and students.

To maintain own clinical and professional competence, expertise and credibility.

Internal and external relationships:

The post holder will liaise closely with all members of the multi-disciplinary team to ensure that theatre service is run efficiently and effectively in order to ensure appropriate quality of care for the patients.

The post holder will be required to communicate regularly and effectively with other departments and senior managers within and outside the Directorate to ensure continuity of service.

This job description outlines the duties as currently required but may be amended by mutual agreement to reflect future developments in the service and the impact of new technology on the role. Appropriate training will be provided to support essential additional skills required.

(This job description is the minimum required of a Senior Theatre Practitioner and may be added to by the directorate in line with the requirements of an individual post.)

PERSON SPECIFICATION – FOR RECRUITMENT PURPOSES

	Essential	Desirable
Education, Training and Qualifications CPD Requirements	Current NMC/ODP registration. Completion of an identified post qualification training programme	Has a first level degree or working towards one
Experience & Knowledge	Has the ability to evaluate own strengths and weaknesses and seek advice where appropriate. Has developed knowledge in a specific area of practice in a clinical area. Has a recognised teaching and assessing qualification. Has an understanding of reflective practice and clinical supervision. Specialist post basic qualification e.g. scope of professional practice	
Skills and Ability		
Communications and interpersonal skills	Able to establish and maintain relationships within the Health Care Team. Communicates complex and sensitive information to patients, significant others and	Counselling qualification where appropriate Experience of networking outside own clinical area.

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	multidisciplinary teams. Able to negotiate, persuade, motivate and reassure others. Understands and overcomes barriers to communication. Ability to present complex information to groups of staff, significant others and multidisciplinary teams- e.g. Link groups	
Values and Behaviours		
Other requirements		

PERSON SPECIFICATION

Communication and relationship skills (include internal/external contacts)

Able to establish and maintain relationships within the Health care Team.
Communicates complex and sensitive information to patients, significant others and multidisciplinary teams.
Able to negotiate, persuade, motivate and reassure others.
Understands and overcomes barriers to communication.
Ability to present complex information to groups of staff, significant others and multidisciplinary teams- e.g. Link groups.

Knowledge, training and experience

Current NMC/ODP registration.
Completion of an identified Theatre Practitioner training programme.
Has the ability to evaluate own strengths and weaknesses and seek advice where appropriate.
Has developed knowledge in a specific area of practice in a clinical area.
Has a recognised teaching and assessing qualification.
Has an understanding of reflective practice and clinical supervision.
Specialist post basic qualification e.g. scope of professional practice

Has the necessary skills (including the use of complex technical equipment) to actively participate in a large proportion of major complex clinical procedures.

Is capable of working across a range of clinical specialities. (General Surgery, Hepato biliary, Urology)

Analytical and judgemental skills

Has the ability to identify and solve problems, analyse compare and interpret complex

information before reaching a judgement and making a decision.
Has an understanding of Clinical Governance.

Planning and organisational skills

Planning and organising a number of complex tasks, activities or programmes, some of which may be ongoing. Planning and organising the work junior members of the team in support of the Lead Practitioner according to changing clinical situations.
Has experience of taking charge of a team.

Physical skills

Physically able to perform the requirements of the role.
Highly developed physical skills, dexterity and accuracy important/precision, hand/eye coordination.

Responsibilities for patient / client care

Plans, implements and evaluates individual programmes of care.
Able to identify and manage patients with complex care needs. Provide advice within area of clinical practice. Consults liaises and works with other members of the MDT.
Ability to deal with dependent critically ill patients requiring ICU care.

Responsibilities for policy and service development

Follows national and local policies and procedures as required and ensures junior members of staff do likewise.
Takes some responsibility for implementing policies and suggest changes to practice/procedures.

Responsibilities for financial and physical resources

Understands personal responsibility for the effective management of resources and safe use of equipment. Ensures maintenance of equipment and takes responsibility of appropriate safe handling and storage of patient personal possessions.

Responsibilities for human resources

Provides advice, support and day-to-day supervision to junior members of the team.
Ability to act as a mentor, preceptor, clinical supervisor to other members of staff.
Experience in appraisal and identifying staff development needs of unregistered staff.

Responsibilities for information resources

Accurately maintains patient records, records own data, and have an awareness of data protection and Caldicott issues.
Basic IT skills to enable input of data.

Responsibilities for research and development

Participates in audits and research in own clinical area and use results of research to inform own clinical practice.

Freedom to act

Understands and works within codes of conduct and practice. Uses own initiative within established procedures taking responsibility for own actions. Is accountable for the actions of non-registered members of the team. Acts as an advocate for patients where necessary.

Physical effort

Physically able to undertake the ongoing requirements of the role.
Frequent sitting or standing in a restricted position/frequent moderate effort for several short periods.

Mental effort

Required to concentrate in routine and occasionally unpredictable work situations for prolonged periods.
High level of concentration required due to high number of major complex procedures.

Emotional effort

Displays exemplary standards of personal and professional behaviour and integrity at all times. Has the ability to deal with distressing and emotional circumstances. Supports other staff in dealing with traumatic situations.
Able to deal with stressful situations with critically ill patients and their relatives. Death of patients in theatre.
Dealing with stressed members of MDT

Working conditions

Works in an environment where there is exposure to unpleasant working conditions and hazards.

This job description outlines the duties as currently required but may be amended by mutual agreement to reflect future transformation and integration of the Trust.

Signed: (Member of staff)		Date	
Signed: (Line Manager)		Date	

University Hospitals of Derby and Burton NHS Foundation Trust was formed on 1 July 2018, bringing together five hospital sites in Derby and Burton.

Our aim is to bring together the expertise of our 12,300 staff to provide the highest quality care to patients within Derbyshire and South East Staffordshire. Our vision, values and objectives are:



Our Vision & Identity

Our UHDB Identity is that we provide '*Exceptional Care Together*', which is our 'Why?'. It is the fundamental purpose that guides all that we do.



Our Values & Behaviours

Our staff have co-created a set of values and behaviours that are stretching and inspiring in equal measures. These are our UHDB promises. They are powerful messages and will shape how we care for others and care for each other. They are **Compassion, Openness and Excellence...**



Our objectives

As part of the 'Big Conversation', we lastly turned our attention to our aims, big steps we must we take in the future. This is our 'What?'. Our staff said that we should continue to have **PRIDE...**

Equality, Inclusion and Diversity

University Hospitals of Derby and Burton NHS Foundation Trusts is fully committed to promoting inclusion, equality, diversity and human rights in employment and delivery of its services. The Trust is committed to providing an environment where all employees, patients, carers and visitors experience equality of opportunity by means of understanding and appreciating the value of diversity.

The Trust works to eliminate all forms of discrimination in line with the Equality Act 2010, and recognises that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

The Trust actively encourages its employees to challenge discrimination and promote equality of opportunity for all.

Employees of the Trust are required to comply with its policies and values around equality, inclusion, diversity and human rights. Failure to do so will be treated as misconduct under the Trusts' Disciplinary Policy and Procedure, which may result in dismissal."

Freedom to Speak up

The Trust is committed to listening to our staff and learning lessons. There are a variety of ways in which concerns can be raised in person, by phone or in writing (including email). We also have a Freedom to Speak Up Guardian who works with Trust leadership teams to create a culture where staff are able to speak up in order to protect patient safety and empower workers. Full details can be found on the Trust Intranet

Data Protection

Organisations are required to comply with the General Data Protection Regulation; the UK Data Protection Act 2018; all other data protection legislation and other local policies and procedures regarding the handling of information. All employees retain the right to request information held about them.

Confidentiality

The Trust requires all staff to maintain a high standard of confidentiality, and any disclosure of information outside the proper and recognised course of duty will be treated as a serious disciplinary offence.

Infection Control

The prevention and management of infection is a key priority for the Trust. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at mandatory training and ongoing continuing professional development
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Health and Safety at Work Act

All staff must not wilfully endanger themselves or others whilst at work. Safe practices and precautions must be adhered to.

Smoke free Trust

The smoke free policy applies to staff, patients, resident's visitors and contractors.

Research:

"The Trust comprises research-active hospitals with a developing culture of research and innovation across the whole organisation. All clinicians are expected to engage in research, development & innovation.

Engagement of clinical staff in research covers a spectrum of involvement, ranging from having an awareness of the studies and trials taking place in their areas, to assisting with the identification of research participants, to research-experienced individuals who win research funding and assume the role of Chief Investigator for multi-centre trials and studies".