

Medicine and Cardiovascular Division

Job Description

Job Title:	Lead Surgical Care Practitioner in Cardiac Surgery
Band:	8a
Hours of Work (p/w):	37.5
Service Centre:	Cardiac Surgery in the Cardiac, Vascular & Thoracic Surgery (CVT) Directorate
Base:	St George's Hospital but the post holder may be required to work at any of the Trust's sites.
Accountable to:	Associate Medical Director for Cardiac Surgery and Head of Nursing for CVT & CCAG
Reports to:	Head of Nursing for CVT & CCAG

Key working relationships: Cardiac surgeons and their teams, cardiac theatre team, Head of Nursing for CVT & CCAG

Job Summary:

Under the direct supervision of the cardiac surgeons, the post holder will participate in operative procedures and aspects of pre, intra and post-operative care of surgical patients. The post holder will be expected to undertake these duties at a high degree of clinical skills and knowledge, with the aim of providing high quality patient care throughout the surgical pathway. They will lead and manage the development and integration of a team of SCP's including trainee positions.

The post holder will use excellent communication skills to liaise and work alongside a varied multidisciplinary team. They will hold responsibility to lead in the practice development and training of appropriate members of the multidisciplinary team through teaching, research and audit.

They will possess the required qualification and competency to provide skilled and consistent assistance within the operating theatre.

They will play a role in the continuous development of the cardiac surgery service and as a potential member of quality/process improvement project groups.

Main Duties/Key Responsibilities:

The post holder...

Patient care

- Acts as the patient's advocate.
- Ensures the patient's safety and dignity is maintained and respected at all times.
- Understands infection control and aseptic technique.
- Enables the correct positioning, preparation and draping of the surgical patient including urinary catheterisation and patient hair removal.
- Prepares endoscopic equipment.
- Acts as first or second assistant under the direction of a Consultant surgeon.
- Carries out advanced practice procedures.
- Assesses appropriateness of conduits for implantation.
- Independently harvests and prepares venous and arterial conduits (Radial and Internal mammary) for anastomosis during coronary artery bypass grafting.
- Performs Independent endoscopic and open vein (including radial artery) harvesting.
- Applies clinical judgement to identify appropriate clinical interventions, including integrity and suitability of harvested conduits.
- Reviews the effectiveness of the current conduit harvesting techniques and where appropriate initiates any action that may be required.
- Displays skill and dexterity in surgical technique and the use of surgical instruments.
- Participates in the evaluation, assessment and testing of new surgical equipment and techniques.
- Understands haemostasis techniques.
- Provides in depth knowledge of anatomy and physiology within clinical speciality.
- Provides support and advice to nurses, medical, surgical and allied health care professionals for a successful management of the surgical patient.
- Contributes to the clinical care of the post-operative patient including appropriate wound care, detecting surgical problems and liaison with the surgical team.

Policy Development

- Contributes to the clinical governance requirements of the Trust and cardiac surgery care group by participating in audit, benchmarking, presentation and evaluation of findings, bringing about recommendations for change management.
- Initiates and assists in the evaluation of the service and patient care, including patient satisfaction, using methods that are appropriate to needs and context.
- Develops and updates Standard Operating Procedures for the surgical management of patients within cardiac surgery in conjunction with surgical colleagues and the wider MDT.
- Leads on delegated projects relating to local policy development.
- Is actively involved in the development of Trust policies and procedures at ward / department level, the implementation and reinforce their use.

Service Development

- Makes informed decisions regarding the provision of care to the patient group by using current knowledge of resource management information.
- As an expert practitioner and clinical leader, facilitates, initiates, manages and evaluates practice to continuously improve the quality of care.
- Challenges professional and organisational boundaries in the interests of patients to improve health outcomes.
- Develops own and others' surgical skills in accordance with continuing professional developments and developments in surgical practice with agreed protocols.
- Participates in the recruitment of trained / trainee SCP's as required.
- As lead SCP, trains and supports SCP's and trainee SCP's.
- Trains and supports junior medical staff in conduit harvesting
- Provides support to the junior members of the team and the MDT.
- Works closely with the AMD for cardiac surgery and Head of Nursing regarding clinical and academic development of individual staff members and works with them to set up appropriate action plans to manage performance / development issues.
- Acts as a facilitator of projects within the unit as required.
- Attends appropriate meetings, such as the Cardiac Surgery Care Group and the Integrated Governance and M&M meetings, participating in service developments and changes.
- Liaises with medical companies and procurement in trials of specialist equipment.

Education & Research

- Helps plan, organise and participate in the teaching, training and supervising of junior medical staff in the techniques of harvesting conduits for coronary artery bypass grafting.
- Participates in ensuring that the educational needs of staff including pre and post-registered staff are met.
- Ensures appropriate supervision of staff, students and other visitors to the clinical team.
- Acts as a role model demonstrating high standards of care providing clinical leadership in the cardiac surgery department.
- Acts as a mentor /assessor to a variety of health care professional staff gaining competences in this surgical specialty
- Undertakes the regular performance review of the proposed specialist trainee staff, setting clear and achievable objectives.
- Carries out audit of work related to patient outcomes following conduit harvest and any other surgical procedure performed.
- Participates in local research trials and equipment testing.
- Encourages the SCP team to submit papers for publication, for presentation at conferences to increase the profile of the cardiac surgery department at St George's University Hospitals NHS Trust.
- Plans and identifies appropriate time for continuing education and development.
- Takes responsibility for personal and professional development and practice, recognising own limitations and need for continuing education.

People Management

- Acts as a role model and clinical expert, providing evidence based practice for staff and members of the multidisciplinary team in relation to surgical care.
- Works autonomously, when required, having accountability for decisions made (in accordance with the NMC Code of Conduct/AHP guidelines 2010).
- Identifies priorities and educational needs for the cardiac surgery department, leading the development of an effective and efficient SCP program.
- Leads on the structure and coordination of interpersonal development for the SCP team.
- Develops, coordinates, evaluates and implements educational development programs with higher education partners. For example contributes where possible to curriculum development, validation and review through annual quality reviews of the education.

- Actively manages own and their teams annual leave in line with Trust and local Policy and Procedure.
- Facilitates the implementation of effective educational/support and development programs for newly trained SCP's through formal teaching programs.
- Acts as an expert clinical resource to colleagues, guiding practice, assessing competence and ensuring policies are in practice to actively support learning and meet the clinical needs of the service
- Produces and maintains a portfolio of education in practice activity within service area. For example, in house mentorship programmes, structured inter-professional learning activities, teaching packages.

Communication

- Attends and contributes to cardiac surgery meetings.
- Acts as an advocate for the patient and their family enabling them to express their needs effectively when dealing with the multidisciplinary team.
- Deals with complex and sensitive information and is able to communicate this information in a delicate and sensitive manner to patients and their family.
- Promotes the corporate image of the Trust to all individuals, groups and organisations both within the Trust and to the community at large.
- Participates fully as a team member, sharing knowledge and information and supporting colleagues, including support staff to promote a cohesive team and works across other departments to allow the achievement of team objectives
- Participates promptly and effectively with the investigation of complaints and incidents in line with Trust policy and procedure.
- Contributes to the development and maintenance of a positive learning environment for colleagues, patients and visitors

Other

- Maintains professional registration to a recognised governing body, either the Nursing and Midwifery Council or the Health Profession Council.
- Is conversant with their professional guidelines and abides by their guidance in accordance with Trust Policy.
- Adheres to the NMC/HPC Code of professional conduct at all times.
- Maintains and enhances personal and professional knowledge and skills in all areas of responsibility by the attendance of in-service and departmental meeting, the attendance of national conferences where possible and to read the current professional literature and journals.

- Conducts him/herself in a professional manner and acts as a role model to all staff at all times.
- Recognises own limitations, prioritises work-load and adapts to changing priorities.
- Completes all mandatory training as required by the Trust.
- Ensures all team members have a real voice in the development of the Surgical Care Practitioner service to patients/customers.
- Maximises the potential of all team members.
- Ensures that all team members have a meaningful appraisal/personal development plan that includes feedback to the individual from a selection of internal customers and team members.
- Provides a safe and attractive working environment for team members within available resources.
- Represents the Trust at regional and national conferences and on working groups as appropriate.

Trust Vision & Values:

The post holder is expected to have a clear understanding of how this post contributes to the achievement of the trust vision of:

A thriving Foundation Trust at the heart of an integrated healthcare system. One that delivers improved patient care at a community, hospital and specialist setting, supported by a unique and nationally recognised programme of research, education and employee engagement.

We expect all our staff to share the values that are important to the Trust, being Excellent, Kind, Responsible & Respectful, and behave in a way that reflects these.

St George's University Hospitals NHS Foundation Trust is committed to safeguarding children and vulnerable adults and expects that all staff will share in this commitment. The Trust is clear that all staff have a responsibility to be aware of children and adult safeguarding policies and procedures and that each member of staff, clinical and non-clinical, will attend child or adult safeguarding training that is provided at an appropriate level to suit their role. The Trust has the additional expectation that all staff will be able to identify concerns and know what action to take.

General

- To carry out any other duties that may be required and are consistent with the responsibility and grade of this post.
- To have responsibility for health, safety and welfare of self and others and to comply at all times with the requirements of the health and safety regulations and infection control policies and procedures.

- To ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity in accordance with the Data Protection Act.
- To promote equal opportunities for staff and clients in accordance with St George's Healthcare policies.
- To comply with the Trust's non-smoking policy.
- To act at all times within the NMC/HCPC/relevant bodies Code of Professional Conduct.
- To be aware of and comply with the policies of St George's Healthcare NHS Trust.
- To maintain continued and effective registration with the NMC/HCPC/relevant bodies.

Health & Safety

The Trust recognises and accepts its responsibility to provide a safe and healthy working environment for employees, patients and visitors. As a Line Manager, you are required to ensure that all staff (including contractors) working in your area receive all necessary health and safety information and are appropriately inducted and trained to enable them to undertake their duties in line with Trust policies and procedures.

As an employee, you also have a duty to take reasonable care of your own health and safety. This includes ensuring that you are aware of and follow all Trust health and safety and infection control procedures relevant to your work and participate in relevant mandatory training and annual infection control updates. You will be expected to consistently follow high standards of infection control practice and this includes hand cleansing and aseptic techniques for clinical staff.

Equal Opportunities

You are required to comply with and maintain awareness of the Trust's Policies relating to Equal Opportunities.

Confidentiality

Attention is drawn to the confidential aspects of this post. Any breach of confidence may result in disciplinary proceedings that could result in dismissal and may also result in civil actions for damages.

This job description is not definitive or restrictive in any way and should be regarded only as a guideline to the duties required. During a time of rapid change within the NHS other responsibilities may be added as determined by the Divisional Director of Nursing, Divisional Director of Operations or Divisional Chair.

Person Specification

<i>Job Requirement</i>	<i>Essential Criteria</i>	<i>Desirable Criteria</i>	<i>Assessment</i>
	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications & Training	<p>NMC/HCPC Registration.</p> <p>BSc or Degree in Relevant Field (Perioperative care).</p> <p>Mentorship, Supervision and Assessing Qualification.</p> <p>MSc Surgical Care Practitioner.</p> <p>Surgical First Assistant Qualification and Experience.</p>	<p>Relevant specialist cardiac course.</p> <p>Leadership Course</p> <p>Surgical First Assistant with extended Skills Nurse Prescribing</p>	<ul style="list-style-type: none"> • Application form • CV • Professional portfolio • Interview • References
Experience	<p>Theatre, recovery, anaesthetics and ward experience.</p> <p>Experienced in working as a SCP in cardiac surgery</p> <p>Competent in endoscopic vein harvesting.</p> <p>Evidence of teaching skills (formal/informal).</p> <p>Surgical First Assistant with extended skills.</p> <p>Cannulation and Intravenous therapy.</p> <p>Advanced knowledge and clinical skills</p> <p>Track record of influencing and managing team.</p> <p>Experience of training & supervising others</p> <p>Experience of managing a team</p>	<p>Non-medical referrer</p> <p>Current GCP training</p>	<ul style="list-style-type: none"> • Application form • CV • Professional portfolio • Interview • References
Skills / Abilities / Knowledge	<p>Excellent time management and organisational skills.</p> <p>Excellent interpersonal and communication skills.</p> <p>Work collaborative within multidisciplinary team</p> <p>Able to plan, organise and</p>		<ul style="list-style-type: none"> • Application form • CV • Professional portfolio • Interview • References

	<p>participate in the teaching, training and supervision of junior staff</p> <p>Ability to work autonomously.</p> <p>Ability to work under pressure and able to cope with high level of stress.</p> <p>Able to withstand long procedure times</p> <p>Flexibility in approach and attitude. Drive change and improvement for patient safety and high standard of care.</p> <p>Competent IT skills.</p>		
<p>General / Personal</p>	<p>Always puts patients first.</p> <p>Committed to fostering a culture of high quality, continually improving and compassionate care.</p> <p>Reliable and Flexible.</p> <p>Demonstrates caring and sensitive approach.</p> <p>Demonstrates honesty and integrity and promotes organisational values.</p> <p>Ensures own actions support and promote equality, diversity and mutual respect.</p> <p>Portrays a professional image and behaviour at all times when representing the division.</p>		<p>Interview</p>