

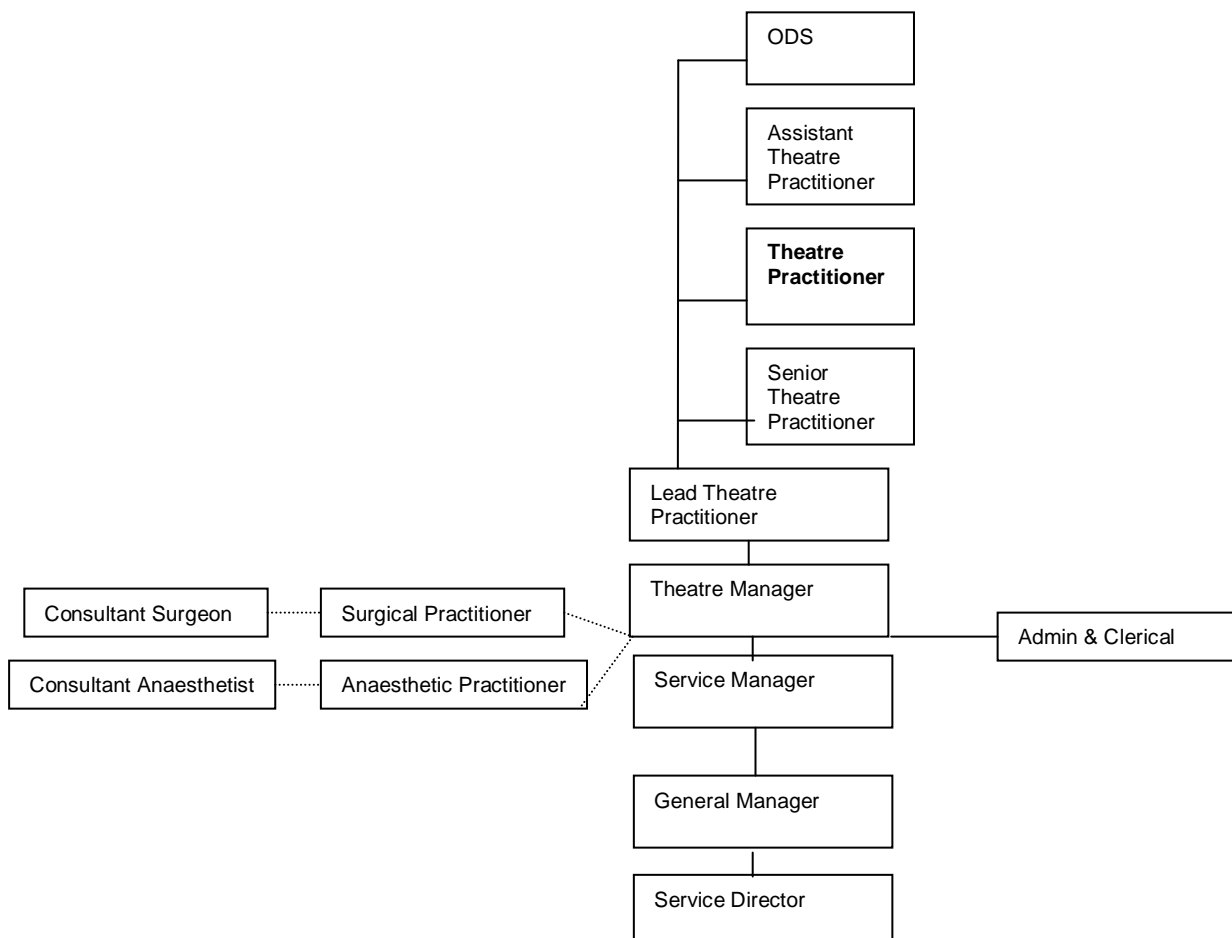
Job Description

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| JOB TITLE | Theatre Practitioner |
| GRADE | Band 5 |
| REPORTS TO | Theatre Practitioner |
| ACCOUNTABLE TO | |
| DEPARTMENT | |
| DIVISION | Workforce Management |
| DATE | September 2020 |

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, 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.

Directorate Structure



Dimensions

Budget: No direct responsibility

Staff: No direct responsibility

Key Result Areas

Clinical

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 to inform the delivery and promote the development of clinically effective care

Contribute to the development of health promotion where appropriate and education within the clinical area.

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.

Professional

Contribute to the introduction of new ideas and ways of working to the benefit of patient care and the development of the service.

In accordance with professional codes maintain own professional development and competence and assist with the development of other members of the team.

Contribute to and participate in the development of a culture that is committed to innovation and quality improvement through the use of research and audit.

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

Managerial

Contribute to the effective use of available resources including people, equipment and stock.

Identify hazards and assess risks to actively promote the health and safety of patients, the public and staff in the health care environment

Use all available methods to ensure that effective communication is maintained at all times.

PERSON SPECIFICATION

| | ESSENTIAL | CORE DESIRABLE |
|--|---|--|
| Communication & relationship skills | <p>Able to establish and maintain relationships within the Health care Team.</p> <p>Communicates complex and sensitive information to patients, significant others and multidisciplinary teams.</p> <p>Able to negotiate, persuade, motivate and reassure others.</p> <p>Understands and overcomes barriers to communication.</p> | |
| Knowledge, training & experience | <p>Current NMC registration</p> <p>Has the ability to evaluate own strengths and development needs and seek advice where appropriate.</p> | <p>Has the necessary knowledge, skills and expertise to undertake the role.</p> <p>NVQ / or equivalent Assessor qualification.</p> <p>Has an understanding of reflective practice and clinical supervision.</p> <p>Specialist post basic qualification</p> |
| Analytical & judgemental skills | <p>Has the ability to identify problems, analyse and compare appropriate information before reaching a judgement and making a decision.</p> | <p>Has an understanding of Clinical Governance</p> |
| Planning & organisational skills | <p>Planning and organisation of a number of straightforward tasks, activities or programmes, some of which may be ongoing. Deploys junior members of the team.</p> | |
| Physical skills | <p>Physically able to perform the requirements of the role.</p> <p>Highly developed physical skills, dexterity and accuracy important/precision, hand/eye coordination</p> | |
| Responsibilities for patient care | <p>Plans, implements and evaluates individual programmes of care, seeking the advice of others where necessary. Consults liases and works with other members of the MDT.</p> | |
| Responsibilities for policy & service development | <p>Works to Trust policies, procedures and guidelines. Suggests changes if appropriate within context of own</p> | |

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| implementation | role. | |
| 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. | |
| Responsibilities for information services | 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 & 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 | |
| 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. | |
| Working conditions | Works in an environment where | |

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| | there is exposure to unpleasant working conditions and hazards. | |
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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.

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| 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".