

Job Description

Job Information	
Job Title:	Theatre Practitioner
Directorate/Service:	Surgical Care Group
AfC Band:	Band 5
Responsible to:	Theatre Team Lead
Accountable to:	Theatre Operational Leads
Base Location:	Whiston Hospital
Job Code:	409-5217462

Job Summary
<p>The post holder will gain experience in General Surgery, Urology, Trauma and Orthopaedics, Burns and Plastics, Obstetrics and Gynaecology and be exposed to a busy Emergency and Trauma theatre. As a Theatre Practitioner you would be expected to adapt to both Scrub and Anaesthetic duties on the department. You will be responsible and professionally accountable for working within the HCPC/NMC 'Scope of Professional Practice'. For the provision, delivery and maintenance of high quality, best practice individualised perioperative patient care under the supervision of the theatre Team Leader.</p> <p>The post demands a research-based approach to underpin clinical decisions and actively contribute to supporting provision, delivery and maintenance of a safe, effective and efficient perioperative clinical environment.</p> <p>The post holder will work across the 2 theatre sites and is responsible as a team member of the operating department to actively contribute to achieving improvement in services and key performance indicators for the Care group/Trust. Having experience working in anaesthetics is essential to this post, as a ODP or RGN with a post registration anaesthetic qualification.</p>

Dimension & Context of the role
<ul style="list-style-type: none"> • Responsible for professional conduct and maintaining personal records of current professional HCPC/NMC registration. Adhere to Code of Practice of Registrant's Professional body. • To promote an environment in which learning, and development of self and others may take place. • To be responsible for developing personal skills, knowledge and competencies and support the development of others within the department. • To keep professionally updated on all current research regarding clinical practice and participate in the training and development of junior staff and non-medical students. • To ensure that relevant skills and underpinning knowledge is constantly updated to suit the specialised areas. • To provide leadership direction and professional support for colleagues, junior staff and students. • Provide professional support for multi-disciplinary colleagues in the theatre environment, and support recently appointed or junior staff and students. • To present a professional image by acting as a role model that inspires respect and confidence within the area. • To effectively communicate with multi-disciplinary team, colleagues, patients or others with regard to a range of issues and matters

- To fully comply with all the relevant sections of the Health and Safety at Work Act, Statutory legislation, Trust Policies, Guidelines and Procedures.
- To contribute to the service and clinical improvements within the peri-operative environment.
- To act as a patient advocate, support provision, delivery and maintenance of a safe, therapeutic environment where physical and psychological patient needs are considered and met.
- To participate in the requirements of the out of normal hours service as required when necessary, including weekends, nights and on call duty across a 24 hour service within a range of working environments.
- To be individually responsible for the prevention and control of infection within the theatre environment, and to attend any infection control training that may be required by the Trust policy and procedures relating to infection control.

Key Responsibilities

KEY DUTIES

- To support the development of clinical teams by creating a learning environment in which the individuals' performance is reviewed.
- To support the delegation of work within the team and review performance.
- To work with and on behalf of the Theatre Team Leader managing key operational aspects of theatres and providing support and advice on all matters.
- To establish excellent working relationships with all service users and actively encourage and promote joint working in the pursuit of continuous service improvement.

CLINICAL & PROFESSIONAL RESPONSIBILITIES

- Maintain personal, professional knowledge and clinical competencies as required for NMC/HPCPC.
- Responsibility for the implementation and delivery of individual patient care on a research based best practice approach.
- In close liaison with others, promote a culture of training, development and evidence-based research in the pursuit of clinical excellence.
- The extended role of Advanced Scrub Practitioner (ASP) as defined in 'Trust Guidelines for Advanced Scrub Practitioner' is included within the remit of this role for Theatre Practitioners who has successfully undertaken (or is undertaking) the ASP course recognised by the Association for Perioperative Practice (AfPP) and/or the National Association of Assistants in Surgical Practice (NAASP). A register of staff who are skilled to undertake this role is held by the theatre Operational manager for risk management and audit purposes.
- To support development and implementation of operating department practices in theatres which reflects evidenced-based research e.g. NCEPOD and clinical audit to improve the quality of patient care.
- To act on and support implementation of appropriate actions in response to complaints or comments by patients and/or service users.
- To ensure that all equipment and working practices within theatres comply with and meet the

requirements of the Health & Safety at Work Act and other statutory requirements.

- To ensure that the quality standards in all areas of service provision by monitoring and reviewing performance while contributing to the improvement of all quality standards.
- To input on and support implementation of appropriate actions in response to Datix reports
- Support the Team Leaders to undertake risk assessments to identify potential risks to patients and staff and success of operational objectives, producing action plans as necessary.
- To take individual responsibility of being aware of and adhere to all Trust policies and procedures.

LINE MANAGEMENT/SUPERVISORY RESPONSIBILITIES

- To assist and support the Team Leaders in achieving clinical, operational and corporate objectives, by the supervision of the clinical team.
- Support the management of emergencies by all personnel is fully compliant with hospital and trust policy.
- To support the theatre team in order to support the achievement of the Care Group and Trust objectives through the appraisal process.
- Support the Team Leaders and Theatre Operational leads to manage inefficiencies and ineffective utilisation.
- To supervise the implementation and regularly review agreed clinical protocols to ensure patient safety.
- To actively participate in all clinical audits.
- Participate in the recruitment and induction of staff working in theatres and ensure Trust policies on recruitment and retention are strictly adhered to.
- Ensure own Personal Development Plans following the appraisal process in support of service provision are monitored and met within agreed timescales and support team members PDP as required.
- Support staff discipline in all areas of service delivery and where necessary escalate to team leaders and operational leads to manage incidents of misconduct in accordance with Trust policies and procedures.
- Support and encourage the integration of staff throughout theatres and aim to develop a greater breadth of competencies enabling service flexibility for the future

FINANCIAL RESPONSIBILITY

- Support the Theatre Operational Lead to achieve meeting financial targets by effective use of resources.

GENERAL DUTIES

- To observe the provisions of and adhere to all Trust policies and procedures.
- To actively participate in the annual performance review to identify personal development needs

- To attend Trust Statutory and Mandatory training sessions as required and any other training courses relevant to the post.
- To fully comply with the relevant sections of the Health and Safety at Work Act. They must also understand and implement St Helens and Knowsley Hospitals NHS Hospitals Trust “Statement of Policy on Health and Safety at Work” and the Trust corporate “Health and Safety Policies and Procedures”. You are required to follow all applicable rules and procedures relating to Health and Safety at Work and to take all responsible precautions to avoid actions.
- To be aware of the confidential aspects of the post. To keep up to date with the requirements of information governance; undertake mandatory training and follow Trust policies and procedures to ensure that trust information is dealt with legally, securely, efficiently and effectively. Breaches of confidentiality will result in disciplinary action that may involve dismissal. You must maintain the confidentiality of information about service user staff and organisational business in accordance with the General Data Protection Regulation 2018 (GDPR) and Caldicott Principles.
- The post holder should also be aware that, regardless of any action taken by the employing authority, breaches of confidentiality could result in civil action for damages.
- All staff will be treated with respect by management, colleagues, patients and visitors and equally staff will treat management, colleagues, patients and visitors with the same level of respect. Staff will be supported to challenge any discriminatory behaviour that may be based on differences in race, disability, language, culture, religion, sexuality, age, and gender or employment status.
- You will be expected to undertake the Trusts’ commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults.
- To ensure that when creating, managing and sharing information records it is done in an appropriate way, subject to statutory requirements and agreed security and confidentiality policies, procedures and guidelines. All employees are responsible for implementing and maintaining data quality, ensuring that records are legible and attributable and that the record keeping is contemporaneous
- In accordance with the Health and Social Care Act 2008, the post holder will actively participate in the prevention and control of infection within the capacity of their role. The Act requires the post holder to attend infection prevention and control training on induction and at regular updates and to take responsibility for the practical application of the training in the course of their work. Infection prevention and control must be included in any personal development plan and/or appraisal.
- To adhere to relevant Code of Practice of Professional body (if appropriate)
- The post holder must be flexible in the duties performed and it is expected that similar duties, not specifically listed above, will be carried out as required and may be cross site.
- The duties contained in this job description are not intended to be exhaustive.
- The duties and responsibilities of this post are likely to evolve in line with the Trust’s continued organisational development.
- To adhere to the NHS Constitution and its principles and values. You must be aware of your Duty of Candour which means that you must be open and honest during your employment and if you see something wrong, you must raise it. You must read the NHS Constitution in full and can download this from the Trusts intranet site or the www.gov.uk website. Hard copies are

available from the HR Department on request.

- The Trust is a non-smoking site. Failure to follow this rule could lead to disciplinary action