

JOB DESCRIPTION

Theatre Practitioner/Operating Department Practitioner

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| **JOB DETAILS**  |
| **Job Title** | Theatre Practitioner/ODP |
| **Reports to** | Clinical Nurse/ODP Manager/Deputy |
| **Band** | Band 5 |
| **Department/Directorate** | Theatres, Critical Care |

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| **JOB PURPOSE**  |
| * To plan and manage the implementation of individual care programmes for patients in the perioperative period as part of the theatre team.
* To guide, instruct and monitor junior staff, students and support staff.
* Following a period of support and training the practitioner will deputise for the team leader.
* To practice in accordance with Professional Codes, and statutory requirements
* The post holder will be expected to meet objectives set out during Personal Development Review in line with the KSF outlines.
* To work flexibly within any area of the Trust as directed by the Clinical Matron or Clinical nurse/ODP manager /Sister/Team leader to provide support according to service needs
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| **DIMENSIONS** |
| The hospital has several areas where surgery is carried out, these consist of:* General Theatre
* Princess Elizabeth Orthopaedic Theatres
* West of England Eye Unit
* Heavitree Day Case Unit
* Centre for Womens Health; Gynaecological / Maternity

The General Theatre Department consists of 10 theatres divided into teams under the direction of clinical Nurse/ODP managers. The general theatre suite covers a number of surgical specialities. The department is operational and staffed 24 hours a day 365 days a year.  |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** |
| **Care management*** Is responsible for assessment, planning, implementation and evaluation of peri-operative care of patients (undergoing surgery and anaesthesia in theatre)
* Identifies individual patient requirements and acts effectively on changing needs liaising with and directing relevant staff.
* Organises time, equipment and staff to deliver care.
* Gives skilled support to medical staff and other members of the multidisciplinary team.
* Administers drugs and treatments as prescribed in accordance with Trust Policies and Procedures.
* Actively promotes effective communication within Departments and multidisciplinary team.
* Participates in audits of patients care.
* Instructs patients, their careers and other staff about theatre practice
* Advises patients, their careers and other staff on the promotion of health and prevention of illness.
* Recognises situations that may be detrimental to the health and wellbeing of the individual and institutes preventative measures.
* Identifies the priorities of care for patients, liaising with and directing relevant staff.
* Maintain a professional portfolio with evidence of learning and clinical hours in accordance with HCPC/NMC revalidation
* Responsible for reporting any patient safety concerns to the Clinical Matron, Anaesthetic lead or Clinical Nurse Manager
* Comply with infection prevention control policies and procedures at all times
* To provide skilled anaesthetic assistance to the Anaesthetist and care for the patient during induction, maintenance and reversal of anaesthesia
* Preparation of anaesthetic equipment prior to commencement of lists to include assembling and function testing as per local policy
* Preparation of additional equipment required by the surgical team
* Preparation and disposal of anaesthetic drugs as per local policy and legal requirements
* Confirmation with Theatre assistant/Nurse/ODP practitioners of patient identity and other relevant information using the pre-operative checklist on My care
* Work collaboratively with other Health Care Professionals and agencies to ensure that patient needs are met
* Establish and maintain effective communication with patients and MDT team where appropriate
* Recognise and respond accordingly to urgent and emergency situations
* Monitor and maintain health, safety and security of self and others
* Develop own skills and competencies. Ensure that the clinical area assigned to is within personal skill set and that local guidelines are adhered to
* Ensure compliance with policies, standard operating procedures and clinical guidelines for self and others
* Be committed to and adhere to monitoring standards of care
* Ensure your daily practice fulfils your professional roles advocate and accountability
* Ensure competency and safe maintenance of all medical devices within the sphere of responsibility and local guidelines
* To report any accidents/incidents in accordance with trust policy
* Flexible attitude with a positive approach to change
* Excellent communication skills
* Knowledge of importance of quality of care and changes in practice
* Ability to work in differing areas as required
* Proven clinical expertise
* Mandatory training in date as per protocol
* 4 years post qualification experience in a clinical setting
* ODP qualification/RGN with anaesthetic experience
* Additional qualifications in specified Obstetric and remote areas
* Desirable Cell salvage competence
* Evidence of continued learning
* DBS Clearance/update service

**Quality Management*** To contribute to the implementation of improvements of working methods and practices
* To identify and act onany risk that could affect the safety of patients or staff
* To participate in and contribute to changes and improvements within the Directorate and Trust.
* Recognises situations that may be detrimental to the health and wellbeing of the individual and institutes preventative measures.
* To comply and work in accordance with Trust Policies and Theatre Standards of care.
* Handles complaints by patients, clients, their careers and staff according to Trust policies.

**Information Management*** To contribute to the collection, recording and storage of information
* To make use of relevant of information in decision making, problem solving and care management

**Staff Management*** To contribute to the supervision, development and coaching of individual staff so that they function effectively within their role and responsibilities
* To provide clear instructions and accurate information to junior staff, students and support workers.  Monitoring and evaluating their work, to ensure standards are maintained.
* To assist with the process of allocating workload to junior staff, students and support workers which is within each individual’s competence and capability.
* To develop own supervisory skills and competence.

**Professional Development*** To practice in accordance of Professional Codes and Standards
* Seeks out new knowledge of perioperative practice and health by reading, enquiring and partaking of continuing education.
* Seeks to develop new skills. Record progress in skills matrix workbooks.
* Applies validated research findings to practice.
* Facilitates the professional development needs of the theatre team and facilitates their development through Professional Development Review (PDR).
* Takes responsibility for personal development and education.
* To take part in regular performance appraisal.
* To undertake any training required in order to maintain competency including mandatory training, i.e. Fire, Manual Handling.
* To contribute to and work within a safe working environment.
* The post holder is expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection.
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| **KEY WORKING RELATIONSHIPS**  |
| **Clinical Area:** Clinical Matron Clinical nurse/ODP managers Sister/Team leaders, Senior Theatre Practitioners, Theatres Practitioners, Theatre Assistants, Support Staff, Recovery StaffAll departments when necessary, primarily to include:TheatresRecovery Wards**Multi-disciplinary Team:** Medical StaffAllied Health ProfessionalClerical StaffWard Staff |

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| **ORGANISATIONAL CHART**  |
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| **FREEDOM TO ACT** |
| Act within your scope of practice and be accountable for those actions, only delegate tasks that are within that person’s scope of competence. Be guided by SOP’s and previously defined operational policy’s and practice within the trust and local area and follow NatSips and Locsips set out by the trust and wider authorities. Participate in regular performance reviews continually update your CPD to practice effectively. |
| **COMMUNICATIONAL/RELATIONSHIP SKILLS** |
| You will need to be able to use excellent communicate and interpersonal skills. Working alone or as part of a multi-disciplinary team. Build partnerships and therapeutic through safe, effective and non-discriminatory communication, considering individuals differences capabilities and needs.Use a range of communication skills and technologies to support person-centred care and enhanced quality and safety.  |
| **ANALYTICAL/JUDGEMENT SKILLS** |
| You must practice autonomously compassionately, skilfully and safely, maintain dignity and promote health and wellbeing. The must assess and meet the full range of essential physical and mental health needs of people of all ages who come into their care. All practices should be informed by best available evidence and comply with local and national guidelines. Decision -making must be shared with service users, carers, families and informed by critical analysis of a full range of possible interventions, including the use of up-to-date technology.  |
| **PLANNING/ORGANISATIONAL SKILLS** |
| You must act as change agents and provide leadership through quality improvement and service development to enhance people’s wellbeing and experience of healthcare. Be self-aware and recognise how their own values, principles and assumptions may affect their practice. They must be able to identify priorities and manage time and resources effectively to ensure the quality of care is maintained or enhanced. Evaluate their care to improve clinical decision-making quality and outcomes, using a range of methods, amending the plan of care, where necessary and communicating changes to others.  |
| **PATIENT/CLIENT CARE** |
| Demonstrate the knowledge and skills and the ability to act as a role model for others in providing evidenced based person-centred care to meet peoples needs related to mobility hydration, oral care, wound care and skin integrity bladder and bowel health. Act as an advocate for your patient in a perioperative setting carrying out anaesthetic needs dependent on scope of practice. Documenting all care provided and communicating this to the wider team when on going care requires.  |
| **POLICY/SERVICE DEVELOPMENT** |
| To follow local and national guidelines, keep yourself up to date following with in your code of conduct help identify any service improvements which are in your field of practice. By taking part in audits training and other service improvement tools. |
| **FINANCIAL/PHYSICAL RESOURCES**  |
| **Financial Management*** To contribute to the monitoring and control of the use of resources within budgetary limits
* To contribute to the analysis of staffing requirements against work load activity
* To assist with developing the financial awareness of the team so that individual staff contribute to the efficient use of resources
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| **HUMAN RESOURCES** |
| Act as a role model of professional behaviour for students and newly qualified nurses, midwives and nursing associates to aspire to. Promote the trust in a positive manner to support recruitment and retention. |
| **INFORMATION RESOURCES** |
| Follow trust guidelines relating to information governance and your own code of conduct. |
| **RESEARCH AND DEVELOPMENT** |
| To engage fully with the research process if required within the theatre department, ensuring documentation is completed when necessary.  |
| **PHYSICAL SKILLS** |
| The post holder must be physically able to preform the skilled practice involved in perioperative care for example scrub practice and anaesthetic practices within their limits of registration.  |
| **PHYSICAL EFFORT** |
| Is expected to use moderate physical effort which entails sitting or standing in a position for long periods of time lifting pushing or pulling objects or helping transfer patients, with a possibility of assisting patients who have potential to harm themselves or others due to mental health issues or the effects of medications or anaesthetics.  |
| **MENTAL EFFORT** |
| This position requires the employee to have extended periods of concentration while scrubbed carrying out perioperative care and unpredictable levels of concentration where the postholder maybe required to change from one activity to another at a third parties request dealing with frequent interruptions and answering telephones and bleeps when necessary.  |
| **WORKING CONDITIONS** |
| You may need to deal with unusual smells noises and fumes, hazardous waste including blood and bodily products. following trust policy. You may come into contact with aggressive behaviour from patients, clients, relatives and carers.  |
| **OTHER RESPONSIBILITIES**  |
| To take part in regular performance appraisalTo undertake any training required in order to maintain competency including mandatory training, e.g. Manual HandlingTo contribute to and work within a safe working environmentAs an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust’s disciplinary policy) up to and including dismissal.The post holder is expected to comply with Trust Infection Control Policies and conduct him/her at all times in such a manner as to minimise the risk of healthcare associated infection.**THE TRUST – Vision and Values**Our mission is to work together to help you to stay healthy and to care for you expertly and compassionately when you are not. And we will deliver this by focusing on our Care objectives:Collaboration and partnershipsA great place to workRecovering for the future Excellence and innovationOur values are at the heart of guiding everything we do:CompassionIntegrityInclusionEmpowermentWe recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will pay staff fairly and recognise the whole staff’s commitment to meeting the needs of our patients.We are committed to equal opportunity for all and encourage flexible working arrangements including job sharing. We are committed to recruiting and supporting a diverse workforce and welcome applications from all sections of the community, regardless of age, disability, gender, race, religion, sexual orientation, maternity/pregnancy, marriage/civil partnership or transgender status. We expect all staff to behave in a way which recognises and respects this diversity, in line with the appropriate standards. |
| **DISCLOSURE AND BARRING SERVICE CHECKS**  |
| This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake an Enhanced Disclosure Check. |
| **GENERAL**  |
| This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff. Northern Devon Healthcare NHS Trust and the Royal Devon and Exeter NHS Foundation Trust continue to develop our long-standing partnership with a view to becoming a single integrated organisation across Eastern and Northern Devon. Working together gives us the opportunity to offer unique and varied careers across our services combining the RD&E’s track record of excellence in research, teaching and links to the university with NDHT’s innovation and adaptability.T*his is*  |

PERSON SPECIFICATION

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| **Job Title** | Theatre Practitioner/Operating Department Practitioner (Band 5) |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING**C&G 752 ODA or NVQ Level 3 ODP or Registered General NurseDiploma/Degree Level or EquivalentENB 182/183 or equivalentC&G 730 A1 award or equivalent | EE | DD |
| **KNOWLEDGE/SKILLS**Able to work within AFPP/NMC Code of conduct Full understanding of the role and its limitations as stated in job descriptionBasic Supervisory SkillsEffective written and verbal communication skillsAbility to use evidenced based practiceDeveloping leadership skill | EEEEEE |  |
| **EXPERIENCE** Recent experience in acute hospital settingEvidence of mentoring /facilitating learnersGood understanding of theatre proceduresExperience in Theatres4 years post qualified experience within anaestheticsExperience in theatres with obstetric and remote area competencies Cell salvage experience | EEEEEED | E |
| **PERSONAL REQUIREMENTS**Good team memberAbility to prioritise and organise own work loadAn understanding of Trust and relevant NHS issuesReliable and good attendance recordEnthusiastic and motivatedSmart Appearance | EEEEEE |  |
| **OTHER REQUIREMENTS** Flexible approach to work and routine shift patternsAdaptable to changing needs of the serviceWillingness to undertake skills training related to the specialityShows evidence of ongoing professional developmentAbility to act as senior practitioner on shift when required  | EEEED | E |
| **\*E**ssential**/D**esirable |  |  |

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|  | **FREQUENCY****(Rare/ Occasional/ Moderate/ Frequent)** |
| **WORKING CONDITIONS/HAZARDS** | **R** | **O** | **M** | **F** |
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| **Hazards/ Risks requiring Immunisation Screening** |  |  |  |  |
| Laboratory specimens | Y/~~N~~ |  |  | Y |  |
| Contact with patients | Y/~~N~~ |  |  |  | Y |
| Exposure Prone Procedures | Y/~~N~~ |  |  |  | Y |
| Blood/body fluids | Y/~~N~~ |  |  |  | Y |
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| **Hazard/Risks requiring Respiratory Health Surveillance** |  |  |  |  |  |
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| Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate) | Y/~~N~~ |  |  | Y |  |
| Respiratory sensitisers (e.g. isocyanates) | Y/~~N~~ | Y |  |  |  |
| Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel) | Y/~~N~~ |  |  | Y |  |
| Animals | ~~Y~~/N | Y |  |  |  |
| Cytotoxic drugs | ~~Y~~/N |  | Y |  |  |
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| **Risks requiring Other Health Surveillance** |  |  |  |  |
| Radiation (>6mSv) | Y/~~N~~ | Y |  |  |  |
| Laser (Class 3R, 3B, 4) | Y/~~N~~ |  | Y |  |  |
| Dusty environment (>4mg/m3) | ~~Y~~/N | Y |  |  |  |
| Noise (over 80dBA) | Y/~~N~~ | Y |  |  |  |
| Hand held vibration tools (=>2.5 m/s2) | ~~Y~~/N | Y |  |  |  |
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| **Other General Hazards/ Risks** |  |  |  |  |
| VDU use ( > 1 hour daily) | Y/~~N~~ |  |  |  | Y |
| Heavy manual handling (>10kg) | Y/~~N~~ |  |  | Y |  |
| Driving | ~~Y~~/N | Y |  |  |  |
| Food handling | ~~Y~~/N | Y |  |  |  |
| Night working | Y/~~N~~ |  | Y |  |  |
| Electrical work | Y/~~N~~ | Y |  |  |  |
| Physical Effort  | Y/~~N~~ |  |  | Y |  |
| Mental Effort  | Y/~~N~~ |  |  | Y |  |
| Emotional Effort  | Y/~~N~~ |  |  |  | Y |
| Working in isolation | ~~Y~~/N | Y |  |  |  |
| Challenging behaviour | Y/~~N~~ |  |  | Y |  |