

JOB DESCRIPTION

JOB DETAILS	
Job Title	Senior Theatre Healthcare Support Worker
Reports to	Team Leader/Theatre Sister or Clinical Nurse/ODP Manager
Band	Band 3
Department/Directorate	Theatres Surgical services. Critical Care

JOB PURPOSE
To participate as part of the theatre team in the delivery of the patient's perioperative care needs under the direction and supervision of a Registered Practitioner. To assist and support all members of the theatre staff and multi-disciplinary team, in providing safe, effective and efficient care to all patients during their time in theatres and recovery. Undertaking movement of patients, cleaning and general circulating duties in accordance with the department's requirements. To work flexibly as part of a team and to practice in accordance with the Trusts standards and statutory requirements. To work as part of a 24hr unit, including weekend working and night duty as required.

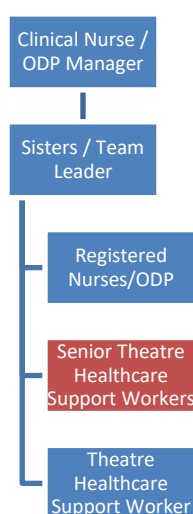
KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
• Provide a high standard of patient care as directed by a Registered Practitioner and in accordance with the peri-operative patients' requirements. • Work within clearly defined accountability frameworks, recognising at all times the boundaries and sphere of competence. • To provide patient care as directed by a Registered practitioner and in accordance with the specifications of each patient's peri-operative care needs. • To escort and support patients through their peri-operative journey, including preparing patients for general anaesthetic and patients undergoing local anaesthetic procedures. • To participate in the transfer, movement and positioning of patients and equipment in the peri-operative period for which training and competency assessment has been undertaken. • To assist other theatre practitioners in the delivery of basic nursing care, where required. • Perform circulating duties to ensure the theatre team is supported throughout surgical procedures and are provided with appropriate/correct equipment, supplies and implants. • To participate in the patient monitoring and use of specific safety checks and protocols. • To contribute to the collection, recording and storage of information in relation to the patient's peri-operative journey. • Assist in the cleaning of clinical areas and equipment, ensuring that the area is clear of potential hazards i.e. blood products, clinical waste and contaminated items to relevant collection areas. • Support the clinical team to turnaround the Theatre between patients/cases so ensuring patient flow is maintained and efficiency increased. • To contribute to the supervision, development and coaching of other support workers, new starters and students so that they function effectively within the roles and responsibilities. • To participate in the implementation of improvements to working methods and practices.

KEY WORKING RELATIONSHIPS
The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis. In addition, the post holder may deal with the wider healthcare community, external organisations and the public. This will include verbal, written and electronic media.

Of particular importance are working relationships with:

Internal to the Trust	External to the Trust
• Doctors of all grades • Allied Health Professionals • Registered Nurses • Domestic and housekeeping staff • Administrative Staff • Facilities and Estates staff • Learning and Development Team	• Social care providers/agencies • Members of the public • Care/Nursing home staff

ORGANISATIONAL CHART



FREEDOM TO ACT

The postholder will work autonomously, in line with Trust Policies and Standard Operating Procedures under the direction of the designated Registered Healthcare Professional (HCP).

The post holder should raise concerns or any matter outside of their scope of competence, to the Registered HCP or appropriate person.

COMMUNICATION/RELATIONSHIP SKILLS

The post holder will communicate effectively across a wide range of channels and with a wide range of individuals, the public and health social and care professionals. They will use both verbal and non-verbal methods of communication, dependent on the needs of the patient and address communication barriers. They should demonstrate the interpersonal skills that demonstrate empathy, compassion, courtesy, respect and trust.

Ensure clear, concise, accurate and legible records and all communication is maintained in relation to care delivered, adhering to local and national guidance.

Ensure all patient related information is treated sensitively and adhere to the principals of confidentiality at all times.

The postholder should be able to challenge constructively within the multidisciplinary team, in an appropriate and professional manner, whilst acting as the patients advocate.

Participate in WHO checklists and effectively communicate all relevant care related information to the multi-disciplinary team, and freedom to speak out following any safety concerns.

ANALYTICAL/JUDGEMENTAL SKILLS

The postholder will exercise personal responsibility and work independently within defined parameters of practice and their scope of competence, taking the initiative in a variety of situations and performing a range of clinical interventions, consistent with their role, responsibilities and professional values.

PLANNING/ORGANISATIONAL SKILLS

The postholder will be responsible for working in an effective and organised manner, prioritising the clinical needs of their patients, demonstrating excellent time management and organisational skills to effectively deliver person centred care.

Assist in the preparation of theatres prior to list or procedure, ensuring all relevant equipment is available and in good working order.

Maintain their own compliance within their specific speciality, including mandatory training, e-learning modules and equipment training.

Be fully conversant with all Policies and Procedures, including safe site surgery policy (WHO check list), major accident/incident, resuscitation, fire, Health and Safety and act accordingly.

PATIENT/CLIENT CARE

Escorting patients from ward areas to theatre department, handover relevant patient information to anaesthetic or theatre teams, support patient and or family members in the anaesthetic room.

Applying patient monitoring equipment as trained, recognising normal parameters.

Support patients undergoing local anaesthetic procedures.

Assist in the transfer, manual handling and positioning of patients in the anaesthetic room and operating theatre, ensuring pressure area care is maintained and nerve damage is avoided.

Assist with all aspects of patient care when required, such as washing if required and assisting with the insertion on ureteral catheters.

Assist in the collection and appropriate management of specimens.

Assist in the collection and administration of blood products.

POLICY/SERVICE DEVELOPMENT

The postholder will promote health and safety at all times. Share ideas with colleagues to improve care and suggest ideas for innovation. Participate in audit activity undertaken in area of practice. Adhere to legislation, policies, procedures and guidelines, both locally and nationally.

Assist in ensuring Safe site surgery Policy is followed at all times.

FINANCIAL/PHYSICAL RESOURCES

The postholder will exercise personal duty of care in the safe use and storage of equipment. Be environmentally aware and prudent in the use of resources and energy. Ensure safe keeping of patient property, in line with Trust policy.

Ensure that adequate stock levels are maintained through standard ordering procedure, non-stock requisition and sourcing individualised resources through procurement.

Responsible for the safe use of theatre specific equipment for operating procedures, to avoid damage or inappropriate use.

HUMAN RESOURCES

Act responsibly in respect of colleague's health, safety and welfare following safety at work practices, whilst working in compliance with local health and safety policy and guidance.

Recognises and respects equality and diversity, demonstrating an inclusive approach in all environments.

Understands the importance of role modelling and participates in the training and supervision of staff as appropriate to the postholders' competency.

INFORMATION RESOURCES

The postholder will be expected to develop skills to maintain professional standards of record keeping.

They should follow all information governance guidance and policies, maintain confidentiality as outlined within Trust policies.

RESEARCH AND DEVELOPMENT

Occasionally assist with in house Audits of safe site surgery policy

Encouraged to maintain a personal CPD portfolio to ensure knowledge and skills are kept up to date.

PHYSICAL SKILLS

Assist with all manual handling activities, using the appropriate mechanical aids and engage in other physical activity related to patient care, to ensure pressure area care and minimize potential nerve damage.

Provide direct technical assistance to registered staff when required, safely utilising electronic and mechanical/manual equipment.

Use skills of manual dexterity and manipulation of clinical instruments and equipment, which includes a knowledge of set up and troubleshooting of specific items such as robotic and laparoscopic stacks.

Use electronic resources to input, save and retrieve information. The postholder will need to demonstrate keyboard skills to support their own learning and entering information into the patient record system.

PHYSICAL EFFORT

Frequent moderate effort is required when undertaking the moving and handling of individuals and objects in line with organisational policy.

A combination of standing for long periods, walking long distances, bending, and stretching is required throughout the shift.

Frequent pushing beds, trolleys and heavy electrical equipment such as stack systems and microscopes, lifting and maneuvering of heavy equipment sets on a regular basis.

Contribute to the maintenance of work area e.g. disposal of linen, cleaning and tidying of equipment regularly throughout the day.

MENTAL EFFORT

The postholder may be required to work a variety of irregular shift patterns, in line with the Roster policy. A continual level of concentration will be required throughout the clinical shifts in order to provide a safe and harm free environment.

Maintain a professional approach while working in challenging, distressing situations or dealing with

Daily, frequent concentration is required in this acute setting, ensuring safety checks and protocols are performed at all times.

Often required to work in a stressful environment, critical or emergency situations happen regularly, requiring all team members to be focused and ready to deal with changing situations.

Working patterns are frequently unpredictable with frequent changes, some requiring immediate response.

EMOTIONAL EFFORT

Frequent exposure to unpleasant/stressful /emotional conditions/situation.

Frequent exposure to critical/emergency situations involving the treatment or management of terminal conditions, and or severe injury/trauma resulting in amputation or sometimes death.

Frequent support of patients and reassure family members/parents in highly stressful situations prior to elective and emergency surgery for all ages, including paediatrics.

Occasionally assisting in the process of Organ retrieval.

Occasionally assisting in the administration of the patients last rights.

WORKING CONDITIONS

The postholder will be working in a busy and potentially noisy environment and will be subjected to a range of bodily odours, with the expectation of being able to support patients with these in a professional and non-judgemental manner.

The postholder may be exposed to a variety of challenging behaviours and should respond, within their individual competence whilst maintain their own health and safety and that of their colleagues and other patients.

OTHER RESPONSIBILITIES

Take part in regular performance appraisal.

Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling.

Contribute to and work within a safe working environment.

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.

As 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.

You must also take responsibility for your workplace health and wellbeing:

- When required, gain support from Occupational Health, Human Resources or other sources.
- Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health.
- Follow the Trust's health and wellbeing vision of healthy body, healthy mind, healthy you.
- Undertake a Display Screen Equipment assessment (DES) if appropriate to role.

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 a Disclosure & Barring Service 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.

PERSON SPECIFICATION

Job Title	Senior Theatre Healthcare Support Worker Band 3
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Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING		
- A full practice-based level 3 qualification OR equivalent experience - English & Mathematics at GCSE grade A-C (9-4) or level 2 functional skills	X X	
KNOWLEDGE/SKILLS		
- Basic computer/keyboard skills. - Fine motor skills – for venepuncture, phlebotomy and other clinical tasks - Healthcare competencies appropriate to area of work - Good interpersonal and communication skills. - Understands the need for strict confidentiality. - Able to prioritise and organise work. - Able to work under instruction, under pressure and as part of a team. - Record keeping competency in handwritten and electronic records. - Must be willing to gain knowledge and understanding of specific theatre instruments and equipment	X X X X X X X X X	
EXPERIENCE		
- Experience of working in a theatre environment - Previous experience in a care environment or able to demonstrate a caring nature/ life experience.	X X	
PERSONAL ATTRIBUTES		
- Able to demonstrate empathy, sensitivity, and to adapt communication style to circumstances. - Able to manage stress in themselves and others. - Able to offer support at times of emotional distress. - Willingness to undertake new skills and training - Physical ability to undertake demanding moving and handling tasks, maintaining ward hygiene and stock levels. - Able to work as a team member or independently - Ability to adapt behaviour to changing and challenging situations. - To be flexible, adaptable, reliable and punctual.	X X X X X X X X	
OTHER REQUIREMENTS		
- The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust. - Ability to travel to other locations as required. - Works well in a busy environment - Must be able to work unsocial hours and have a flexible approach to work.	X X X X	

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