

JOB DESCRIPTION

JOB DETAILS	
Job Title	Orthopaedic Practitioner
Reports to	Clinical Nurse Manager
Band	Band 5
Department/Directorate	Trauma & Orthopaedics

JOB PURPOSE
<p>To work with the specialist nursing team and medical teams to provide expert advice and support for speciality patients within the trust.</p> <p>To develop and sustain partnership working with individual groups, communities and agencies.</p> <p>Facilitate the planning and delivery of care programmes to address patient needs and develop/improve the service.</p>

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
<p>To be a member of and actively participate in, and work within the guidelines of the relevant MDT, as a key worker.</p> <p>To co-ordinate the care throughout the patient's pathway whilst under the care of the MDT, from diagnosis through treatment and follow-up care</p> <p>To provide appropriate written information for patients, relatives and hospital staff covering relevant condition, its treatment.</p> <p>To provide psychological, social and cultural support to patients diagnosed with relevant speciality diagnosis.</p> <p>To practice in accordance with the British casting certificate guidelines and Trust policies, Procedures and guidelines.</p> <p>Consistent assessment of individual patient risk factors prior to cast application ensuring patients physical, social and psychological needs are met.</p> <p>Escalation of high risk or 'vulnerable' patients to CNM and Senior Orthopaedic practitioner.</p> <p>Undertake the application and removal of plaster of Paris/synthetic casts and other forms of supportive bandages and orthotics in line with BOA casting framework.</p> <p>Undertake intermediate wound care and dressings, escalating complex wounds to CNM, plastics or Tissue Viability Clinical Nurse Specialist.</p>

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Where the post holder has appropriate skills, undertake basic assessment of Trauma patients requiring surgical fixation including venepuncture and ECG.

Ensure that patients with casts or splints can mobilise safely, referring them to the Physiotherapist if any concerns identified, or if appropriate qualification allows, to advise patient directly.

Responsible for the accurate documentation of all casting activity and procedures on the electronic integrated patient record (EPIC)

To assist the Senior Orthopaedic practitioner in ensuring that practices reflect current clinical developments, evidence-based guidance and incorporates relevant audit results and research.

Responsible for assisting with the cleaning and restocking of the Plaster Room, ensuring the environment complies with Health and Safety Legislation and Trust Policy.

The post holder will fulfil all tasks and work as part of a specialist team. To meet the needs of the service, the post holder may be required to work in other areas as appropriate as directed by the line manager.

KEY WORKING RELATIONSHIPS

Areas of Responsibility:

The post holder will be responsible for a large caseload of patients who require either cast application and or wound assessment within the Plaster room located in Fracture clinic.

The provision of a specialist Diabetic Podiatry/high risk casting clinic on a weekly basis, and training and education on the safe application of POP casts to relevant areas within the Trust/Satellite Fracture clinics as required.

The post holder will work closely with the wider Fracture clinic MDT team, and departments/wards within T & O and Plastics.

The post holder will also work closely with Community services who are responsible for the care of patients in casts/devices, to ensure that risk of pressure ulcer development is minimised.

Internal to the Trust	External to the Trust
<ul style="list-style-type: none">• Clinical Nurse Manager Fracture clinic & Orthopaedic Outpatients.• Fellow Orthopaedic Practitioners.• Consultant Orthopaedic Surgeons and medical staff.• Orthopaedic Outpatients.• Plastics.• Physiotherapists.• Senior Healthcare Support Workers.• Trauma Nurse Practitioners.	<ul style="list-style-type: none">• Community Hospitals.• Patient transport services.• Multi-lingua translation service.• Residential and Care homes.• Community Nursing teams/District Nurses.• BOA.

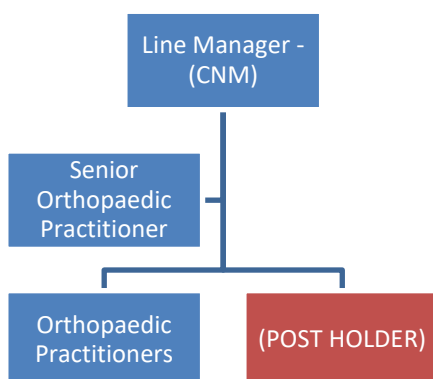
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<ul style="list-style-type: none"> • Tissue Viability. • Diabetic podiatrist. • Emergency department staff. • Patients. • Orthopaedic Wards & Theatres. • Fracture clinic Administration and clerical staff 	

ORGANISATIONAL CHART



FREEDOM TO ACT

The post holder will occasionally work autonomously within the nursing and medical teams and contribute to decisions about patient care in line with the Trust and service policy and within your own professional capability.

Be professionally accountable for all aspects of own work, including the management of patients in your care and to escalate concerns to manager.

COMMUNICATION/RELATIONSHIP SKILLS

Provide and receive highly complex and highly sensitive information. Communicates very sensitive, complex condition related information to patients, relatives offering empathy and reassurance.

To communicate effectively between departments and Trusts to ensure patients journey is seamless.

To work in partnership with nurses and other health professionals to address people's health needs through planning and delivering interventions which are based on best practice and clinical judgement

ANALYTICAL/JUDGEMENTAL SKILLS

Assess patients who have physical, mental health and social needs, at times with complex needs.

Appropriate assessment of patient risk factors prior to cast application and escalation to Consultant if cast prescription is not suitable due to high-risk status. Problem solving skills to enable identification of appropriate alternative immobilisation device.

Undertake risk assessment, using clinical judgement and provide accurate feedback to the team as necessary.

To monitor and review the effectiveness of interventions with the patient and colleagues and modify this to meet changing needs and established goals of care

PLANNING/ORGANISATIONAL SKILLS

Plan patients care.

Plan, organise and prioritise own workload and guide the workload of support workers as appropriate.

Exercise good personal time management, punctuality and consistent reliable attendance.

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Co-ordinate patient appointments and support Clinical Nurse Specialists.

To receive direct referrals within the speciality and to provide expert assessment of patient's needs

To work with the Senior Orthopaedic Practitioner to develop and provide a co-ordinated specialist service to patients with the relevant specialist diagnosis and their carers and to have direct clinical involvement in delivering care in both the outpatient and inpatient setting

PATIENT/CLIENT CARE

To support patients in meeting their own health and wellbeing through providing information, advice and support

To assess patients and their complex needs and those of their families and plan, implement and evaluate appropriate programmes of care – this will include communicating highly sensitive information about diagnosis, treatment options and issues surrounding terminal illness and bereavement.

To provide emotional, psychological and practical support to the patient and their family/carer throughout their pathway and to facilitate communication between patients, families and professionals

To recognise ethical dilemmas relating to care and act as the patient/relative's advocate when required and under the support of the Senior Orthopaedic Practitioner.

To support the development of care pathways for patients with relevant specialist conditions

POLICY/SERVICE DEVELOPMENT

To supervise/instruct unqualified members of the fracture clinic team as appropriate

To act as a resource to others in developing and improving specialist knowledge and skills in clinical practice, through acting as an assessor, teacher and facilitator

To work with the Senior Orthopaedic Practitioner and Clinical Nurse Manager to develop evidence-based standards, policies and guidelines at a local network and national level to improve the practice of own and other professions.

To participate in developing a shared vision of the service and work with the multi-disciplinary team, organisation and external agencies to achieve this

To use effective prioritisation, problem solving and delegation skills to manage time effectively

To establish networks with other specialists at a local, national and international level, to exchange and enhance knowledge and expertise

FINANCIAL/PHYSICAL RESOURCES

The post holder has a personal duty of care in relation to equipment and resources.

The post holder will work within a defined day to day operational budget under the supervision of the Senior Orthopaedic Practitioner and CNM. Ensuring that any projects undertaken are established and managed in a financially responsible manner.

HUMAN RESOURCES

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To promote a learning environment through identifying opportunities and seeking resources required for own and others learning.

To reflect on own practice through clinical supervision/mentorship and to act as a clinical supervisor/mentor to others on an ad-hoc basis.

To act as a specialist resource to advice and support healthcare professionals and others involved in the delivery of care to patients, their families and carers

INFORMATION RESOURCES

To document all patient contacts and maintain patients records as per Trust Documentation Policy.

To be involved in the Audit Programme relevant to the service

The post holder will use a wide range of computer systems e.g. word, excel and PowerPoint to create reports, documents and presentations

Regular use of EPIC and awareness of radiology platforms such as Insignia/Webpacs.

RESEARCH AND DEVELOPMENT

To maintain own awareness of relevant research evidence related to the speciality and work with others in applying this to practice

To identify areas of potential research relating to the speciality and to participate in national and local relevant research activities on a regular basis and to provide feedback to Senior Orthopaedic Practitioner and CNM.

To participate in local and national research and audit projects and service evaluation as requested in order to improve standards of patient care.

PHYSICAL SKILLS

High degree of competence and dexterity in practical cast application and wound care.
Casts need to be adapted as per patient requirements, this can be complex and time consuming.
Performing wound assessments and removal of sutures/clips.

PHYSICAL EFFORT

High degree of competence and dexterity in practical casting skills.

The role will have a combination of sitting, standing and walking with occasional moderate effort for several short periods for the need to hold limbs for cast application, or removal

Assisting patients where required on to treatment couch, and positioning limbs appropriately for cast application.

MENTAL EFFORT

The work pattern is unpredictable and subject to frequent interruption.

Ability to support the Senior Orthopaedic Practitioner and wider fracture MDT with a caseload of clients and formulate effective treatment programmes to cure or alleviate symptoms

Requirement to regularly concentrate to deliver and manage varied priorities and demands of liaising with a wide range of people.

EMOTIONAL EFFORT

Work with patients in the aftermath of bad news.

Work with patients with mental health problems or occasional challenging behaviour.

The post holder will respond to concerns and questions from a wide range of people who may be anxious and distressed relating to their condition and treatment.

Ability to adapt to an unpredictable workload.

Frequent exposure to distressing or emotional circumstances

WORKING CONDITIONS

Occasional working with hazardous substances (bodily waste and fluids) when in clinical setting

Frequent exposure to COSHH regulated casting materials and equipment.

Occasional aggressive behaviour when dealing with face to face complaints

Regular VDU use

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

You are 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

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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	Support Nurse
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Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING		
Registered as Qualified Practitioner British Orthopaedic Association Registration with the BOA.	E	
Valid British casting certificate (BCC).	E	
Degree in relevant discipline or equivalent experience	E	
KNOWLEDGE/SKILLS		
Demonstrable casting experience in the acute setting.		D
Demonstrable experience in care of patients with relevant Diagnosis.	E	
Ability to represent the department at internal meetings	E	
EXPERIENCE		
Competent at cast application.	E	
Counselling skills		D
IT competence	E	
Experience in presentations and public speaking or willing to develop these skills		D
Experience with complex wound care/Plastics experience.		D
PERSONAL ATTRIBUTES		
Good interpersonal skills,	E	
Good communication skills,	E	
Ability to be empathetic,	E	
Ability to handle difficult or emotional situations,	E	
Excellent organisational skills	E	

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Motivation	E	
Ability to adapt and change to meet the needs of the service	E	
Able to work as a team member	E	
OTHER REQUIREMENTS		
The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.	E	
Ability to travel to other locations as required	E	

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	N				
Blood/body fluids	Y		X		
Laboratory specimens	Y		X		
Hazard/Risks requiring Respiratory Health Surveillance					
Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate)	N				
Respiratory sensitisers (e.g isocyanates)	Y			X	
Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)	Y				X
Animals	N				
Cytotoxic drugs	N				
Risks requiring Other Health Surveillance					
Radiation (>6mSv)	N				
Laser (Class 3R, 3B, 4)	N				
Dusty environment (>4mg/m3)	Y			X	
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	N				
Electrical work	N				
Physical Effort	Y			X	
Mental Effort	Y				X
Emotional Effort	Y				X
Working in isolation	Y				
Challenging behaviour	Y		X		

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