

JOB DESCRIPTION

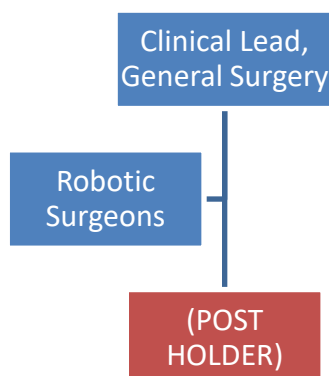
JOB DETAILS	
Job Title	Robotic Surgery Practitioner
Reports to	Lead Clinician
Band	Band 7 AfC Pay scale (Subject to formal matching)
Department/Directorate	General Surgery, Surgical Care Group

JOB PURPOSE
<p>The role of Robotic Surgery Practitioner is to support the robotic surgical service at RDUH North through a range of activities. The Robotic Surgery Practitioner will be a responsible, reliable and skilled individual who will ensure consistently high standards of surgical patient care are met when undergoing robotically assisted surgery.</p> <p>The appointed person will have responsibility as a surgical first assistant for robotic surgery cases across the specialties of general surgery. The practitioner would be expected to function as a part of the surgical team and support all aspects of care relating to robotic surgical cases peri and intra-operatively and be actively involved in training.</p>

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
<p>Responsibilities within theatre include:</p> <ul style="list-style-type: none"> • theatre setup on the morning of robotic cases. • presence at robotic surgery lists with trouble-shooting for robotic equipment and any necessary reporting to industry partners. • monitoring robotic surgical instrument levels and ordering of new stock. • assisting with patient positioning, rectal washout when required and catheterisation. • surgical first assisting to include assisting with port insertion, robotic camera holding prior to docking, assisting with docking, instrument exchanges, camera cleaning, insertion of surgical adjuncts such a sutures, mesh and the use of laparoscopic suction and directed laparoscopic retraction. • developing skills for more advanced laparoscopic and colorectal skills such as application of laparoscopic clips and use of the stapling devices. • assist during any emergency situations with ability to undock robot in the case of urgent conversion to open surgery. • the co-ordination of robotic surgery lists • working collaboratively with theatre staff and managers to ensure safe and appropriate staffing • provide ongoing training for theatre staff and surgical staff within the practice of robotic surgery
KEY WORKING RELATIONSHIPS

Patients and Visitors, Care Group Leadership Team, Theatre Leads, Theatre Team, Recovery Team, Surgeons, Clinical Leads, Matrons, Director of Patient Care, Administrative and support staff, Clinical Site Management team.

ORGANISATIONAL CHART



FREEDOM TO ACT

The post holder will perform their duties with a high degree of clinical skill and knowledge and practice within the limits of Trust policies and guidelines. They will be self-directed, organising their own workload, providing development to medical and non-medical staff, and disseminate their knowledge and skills within theatre and robotic surgery to others.

They will be guided by principles and broad occupational policies and be accountable for their own actions as the lead specialist practitioner in robotic surgery.

COMMUNICATION/RELATIONSHIP SKILLS

- Provide and receive complex, sensitive information or contentious information
- Communicate sensitive, confidential information concerning patients requiring empathy, persuasion and reassurance.
- Promote effective communication with all members of the multidisciplinary team in relation to the management of surgical patients, including actively participating in theatre safety briefings before every list.
- Using advanced communications skills, provide and receive complex, sensitive or contentious information to improve and maintain the intra-operative experience for patients.
- Ensure effective communication and liaison between all members of the multidisciplinary team to promote, clarify and develop the role of the Practitioner.
- Demonstrate politeness, courtesy and sensitivity in providing compassionate care for patients, visitors/relatives and colleagues.
- Contribute towards sharing good practice within the multidisciplinary team.
- Promote a positive image of the Trust all times.
- Work cohesively with all members of the multidisciplinary team and promote effective liaison with the team in ensuring that the very best services to patients are provided at all times.

- Communicate effectively, motivating and supporting multidisciplinary team members in situations that may be sensitive and complex in nature, always maintaining patient confidentiality.
- Provide written and verbal advice/teaching to patients and carers.

ANALYTICAL/JUDGEMENTAL SKILLS

- Ability to navigate complex facts or situations requiring analysis, interpretation, comparison of a range of options
- Skills for assessing and interpreting complex needs of patient conditions
- Make operational judgements, manage conflicting views, reconcile inter and intra-professional differences of opinion and escalates for senior clinician review when required
- Identify own personal development needs to work as surgical care practitioner and take appropriate action to ensure these needs are met to maintain qualification.
- Use advanced analytical and judgemental clinical skills to ensure the delivery of appropriate care.

PLANNING/ORGANISATIONAL SKILLS

- Plan and co-ordinate complex robotic surgery lists and associated activities
- Co-ordinate multi-disciplinary groups in specialist area
- Maintain an active learning environment and have an on-going teaching role across the multi professional team
- Attend and present at relevant clinical / professional meetings, seminars and conferences
- Ensure that relevant research findings are translated into practice.
- Promote a culture of evidence-based practice.
- Work with the multidisciplinary team to develop standards of care and undertake evaluations to monitor the impact on patient care.

PATIENT/CLIENT CARE

- Provide highly specialised advice and information to communicate to patients in relation to robotic equipment and instrumentation.
- Develop specialised robotic training programmes for the wider teams
- Under the supervision and direction of the consultant surgeon, act as first or second assistant for surgical procedures in theatre.
- Be responsible for carrying out specific actions relating to the patients' surgery during the operation.
- Use advanced technical skills to enable the following tasks to be performed competently during the operation:
 - Responsible for the insertion of ports into patients' abdomen
 - Retraction of tissue

- Clipping of vessels and other structures

POLICY/SERVICE DEVELOPMENT

- Demonstrate a working knowledge of Trust Policies, standards of practice and cascade information to other staff as required.
- Be aware of own and others responsibilities with regard to Trust Policies including Health and
- Safety. Ensure the safe working practices of self and others with regard to Health and Safety and emergency protocols

FINANCIAL/PHYSICAL RESOURCES

- Ensure effective use of resources and equipment, including stock control, with responsibility for equipment used and order supplies
- Demonstrate awareness of budget implications
- Maximise the efficient use of resources and alert budget holders where treatment regimes change

HUMAN RESOURCES

- Supervise clinical practice as appropriate of identified members of the clinical team
- Demonstrate leadership and management skills to lead specific practice and service developments
- On-going responsibility to deliver formal and informal specialist teaching initiatives with the clinical lead to ensure practice development and improved care for patients.
- Take part in and contribute to recruitment processes in the service as required

INFORMATION RESOURCES

- Records personally generated information, maintains patient records to high information governance standards at all times
- Records and processes research results and disseminate effectively at appropriate levels.
- Uses appropriate computer software to support information analysis in relation to research data.
- Ensures effective documentation in the reporting of incidents using the approved channels

RESEARCH AND DEVELOPMENT

- The post holder will lead clinical and non-clinical audit projects presentations aimed at improving patient care.
- Collate and record quantitative and qualitative data that provides evidence of productivity, outcomes and quality, through audit and research.
- Participate in clinical audit and research relevant to specialty and co-operate with other affiliated work.
- Facilitate the development of quality initiatives such as audit, evidence-based practice and risk management within a culture of continuous quality improvements.

PHYSICAL SKILLS

- Developed physical skills requiring a high degree of precision and high levels of hand, eye and sensory co-ordination
- Dexterity and accuracy to assist with port insertion, robotic camera holding prior to docking, assisting with docking, instrument exchanges, camera cleaning, insertion of surgical adjuncts such as sutures, mesh and the use of laparoscopic suction and directed laparoscopic retraction
- Highly developed computer skills to maintain patient records, prepare reports, prepare and deliver presentations, clinical audit, research and EPR and electronic prescribing, ability to access electronic results to support other organisational need and clinical practice.

PHYSICAL EFFORT

- Highly developed dexterity and co-ordination.
- Long periods of standing in theatre
- Assisting with patient positioning
- Manoeuvring the robot

MENTAL EFFORT

- Provide professional leadership to staff and to deal with challenge and conflict.
- Be flexible to the demands of the work including unpredictable work patterns.
- Frequently be able to concentrate with persistent interruptions, managing patients with complex needs and supporting members of the team.
- Be able to relay or translate complex information into a clear and understandable format.
- Produce and interpret documents, reports and briefings to support, develop and lead specialist service area.
- Occasional prolonged concentration particularly when using a VDU.
- Represent the service, profession and organisation in a variety of meetings/forums.

EMOTIONAL EFFORT

- Work with the multidisciplinary team and patients/service users, to optimise outcomes.
- Frequent exposure to emotional and stressful situations in theatre relating to patients' surgery
- Use leadership skills to support decision making and resolve conflict within the team.
- Frequently be able to make calm, rational decisions relating to patient care, under stressful situations in theatre.
- Be able to motivate and negotiate with staff using highly developed listening and persuasive skills to implement change within the service and manage any other impact on other service areas.

WORKING CONDITIONS

- High pressurised theatre environment sometimes requiring long periods of concentration.

- Working with patients with a wide range of complex conditions which may involve exposure including contact with bodily fluids such as blood, sputum, urine, faeces, vomit.
- There may be occasional exposure to significantly distressed and challenging patients with occasional exposure to verbal and physical aggression.
- Ability to work in shared space with often noisy and frequent interruptions.

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

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	Robotic Surgery Practitioner
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Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING		
Registered Nurse (or equivalent) Registered ODP	X	
Post Graduate Degree (MSc) in Surgical Care Practice (or equivalent)	X	
Teaching/Mentoring qualification or equivalent experience	X	
Evidence of ongoing Professional Development through maintenance of professional portfolio and registration revalidation	X	
Attendance at DaVinci Robotic Surgery course	X	
KNOWLEDGE/SKILLS		
Thorough and up to date knowledge of theory and best practice within speciality area	X	
Knowledge of theatre environment and specialist surgery	X	
Knowledge and developed skills with DaVincii XI platform	X	
Up to date in surgical care evidence-based practice	X	
Good understanding of NMC/HPC and professional issues including practice, conduct, medicines management and role expansion	X	
Advanced technical skills to perform various tasks competently and independently during the operation; advanced skills to carry out diagnostic procedures independently.		X
Teaching and assessment skills to train doctors and the theatre team in all aspects of the DaVinci Robot		X
EXPERIENCE		
Experience of working in theatre environment and desire to be trained in robotically assisted surgery	X	
Experience of system set up, robotic instrument exchanges, deployment of ports and general techniques on the DaVinci XI	X	
Understanding of audit and service/ pathway development		X
Presentation of audit at departmental meetings		X
Presentation at departmental governance meetings		X
Evidence of delivery of teaching within theatre environment	X	

PERSONAL ATTRIBUTES		
Demonstrates contribution to departmental governance activity	X	
Demonstrates ability to teach and train others	X	
Excellent organisational skills	X	
Excellent communication skills with ability to work within teams.	X	
Able to communicate effectively verbally, in writing and electronic formats	X	
Leadership skills	X	
Demonstrates reflective practice	X	
Motivated to improve surgical care and contribute to the effective, safe robotic surgery practice		X
OTHER REQUIREMENTS		
The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.	X	
Ability to travel to other locations as required.		X

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