

## ROLE BRIEF

<b>Department:</b>	Theatre
<b>Job Title:</b>	Senior Theatre Practitioner (Recovery)
<b>Responsible To:</b>	Theatre Manager
<b>Location:</b>	The McIndoe Centre
<b>Job Purpose:</b>	<ul style="list-style-type: none"> <li>• To actively participate in, supervise and maintain the highest standard of care for patients and staff, providing a seamless service throughout perioperative phase, with particular emphasis on post-anaesthetic recovery</li> <li>• To support the development, design and implementation of pathways aligned with the Horder Healthcare Enhanced Recovery Programme</li> <li>• To support patients and provide a safe and caring environment for them throughout their perioperative journey, from admission to discharge to the ward.</li> <li>• To act as a team leader within assigned role, providing advice &amp; support to other members of the team and ensuring the efficient, safe and timely progress of patients through the perioperative-operative stage of their journey</li> <li>• Optimise theatre resources and the management of stock within a safe environment</li> <li>• To contribute to the general management of the theatre through support of the theatre management team</li> <li>• To be actively involved in research and audit projects in support of clinical practice, and participate with the Theatre Manager in the conceptual development of the service, including the formulation of evidence linked multidisciplinary care pathways related to post-operative recovery</li> <li>• To work with medical staff and other theatre staff in planning, designing and implementing an effective, evidence-based protocol for the management of post-operative pain</li> </ul>
<b>Key Duties:</b>	<p><b>Clinical</b></p> <ul style="list-style-type: none"> <li>• Managing and ensuring maintenance of patient's airway</li> <li>• Monitoring parameters identifying significant changes in pulse rate, respiratory rate, oxygen saturation, blood pressure and the general well-being of the patient</li> <li>• Wound care - ensuring that dressings are dry and intact</li> <li>• Pain management - The practitioner must be able to assist in the individual pain needs of each patient to ensure that it is well managed before the patient returns to the ward</li> <li>• Mobility and perfusion - The patient needs to be assessed to ensure that pre-op mobility has returned to limbs and that blood circulation is adequate</li> <li>• Fluid maintenance - Maintaining transfusions and fluid loss through monitoring drains and catheters</li> <li>• Controlling nausea and vomiting</li> <li>• Providing reassurance and ensuring patients are aware of location / environment</li> <li>• Record keeping - Documenting observations, consciousness, drugs, pain levels and concerns</li> <li>• Hand over to ward staff to ensure continuity of care with regard to relevant surgical and anaesthetic post-operative notes</li> <li>• To deliver at all times high quality care by assessment, implementation and evaluation of patient's needs</li> <li>• To formulate procedures and standards, and to participate in clinical and organisational audit for the maintenance and development of a quality service</li> </ul>

	<p><b>Management</b></p> <ul style="list-style-type: none"> <li>• To provide professional and managerial leadership by accepting delegated responsibilities from Senior Staff</li> <li>• To continually review the workload in all areas, deploying staff accordingly, and utilise all resources effectively to deliver quality care at all times, whilst operating within pre-determined staff costs</li> <li>• To maintain and develop a harmonious and co-operative relationship within the department with other disciplines and external agencies</li> <li>• To establish and promote sound lines of communication to all staff and patients, ensuring relevant feedback loops</li> <li>• To ensure accidents and complaints are fully documented and that steps are taken to prevent recurrence and that the appropriate senior management staff are informed</li> </ul> <p><b>Education</b></p> <ul style="list-style-type: none"> <li>• To actively promote the identification of professional needs by individual members of staff, and participate in setting and monitoring objectives</li> <li>• To supervise and guide the work of junior colleagues, providing a suitable learning environment</li> <li>• To ensure through mentorship the orientation and development of new staff</li> <li>• To participate in “in house” training sessions and attend meetings and discussions to inform practice, when required</li> <li>• To take every opportunity to maintain and improve knowledge and professional competence, in line with the NMC Scope of Professional Practice or AODP Professional Code of Conduct</li> </ul> <p><b>General</b></p> <ul style="list-style-type: none"> <li>• To carry out any other reasonable duties as requested by senior staff</li> <li>• To act in such a manner as to satisfy public trust and confidence, to uphold and enhance the good standing and reputation of Horder Healthcare</li> <li>• To apply information security in accordance with the established policies and procedures of the organisation</li> <li>• To take an active role in the Horder Healthcare’s staff appraisal system and action agreed goals and objectives</li> <li>• You are required to apply security in accordance with established policies and procedures of the organisation</li> <li>• To be aware of the key issues in safeguarding children and vulnerable adults from significant and serious harm, understanding their relation to the values of Horder Healthcare and to report safeguarding concerns to appropriate professionals, recording incidents accurately</li> <li>• To adhere to all policies and procedures including Equal Opportunities where all employees are expected to accept individual responsibility for the practical implications of these policies</li> <li>• To take reasonable care for the health and safety of yourself and others that may be affected by what you do while at work and complete all mandatory training as required</li> <li>• All staff should be aware of their responsibilities and role in relation to the Business Continuity Plan</li> </ul>
--	---

	<ul style="list-style-type: none"> <li>• Infection Control and Hand Hygiene - All employees are required to be familiar with, and comply with, policies for infection control and hand hygiene in order to reduce the spread of healthcare-associated infections. For clinical staff with direct patient contact, this will include compliance with clinical procedures and protocols, including uniform and dress code, the use of personal protective equipment policy, safe procedures for using aseptic techniques and safe disposal of sharps</li> </ul>
<b>Key Knowledge, Skills and Experience:</b>	<p><b>Must Haves</b></p> <ul style="list-style-type: none"> <li>• Registered Nurse or equivalent Operating Department Practitioner Level 3 Qualification.</li> <li>• At least 2 years theatre/recovery experience.</li> <li>• ALERT/BLS/ILS training or a willingness to undertake training</li> <li>• Good IT skills or a willingness to undertake training.</li> <li>• Demonstrates compassion in practice</li> <li>• Able to problem solve and initiate change</li> <li>• Negotiation skills</li> <li>• Excellent relevant clinical skills</li> <li>• A flexible approach to work</li> <li>• Understanding of clinical risk and quality issues</li> <li>• Excellent communication and listening skills</li> </ul> <p><b>Nice to Haves</b></p> <ul style="list-style-type: none"> <li>• Degree educated or relevant experience</li> <li>• Mentorship/clinical supervision qualification</li> <li>• Evidence of training/professional development specific to theatre/recovery-(pain management/critically ill patient)</li> </ul>
<b>Health and Safety:</b>	<p><b>The Health Act 2008</b> Code of Practice for Prevention and Control of Healthcare Associated Infections:</p> <p>You'll carry out your duties in a way that maintains and promotes the principles and practice of infection prevention and control. You'll comply with national standards, policies, guidelines and procedures. If you need a few tips, speak with our Infection Control Specialist.</p> <p>For clinical colleagues with direct patient contact, this will include (but is not limited to):</p> <ul style="list-style-type: none"> <li>• compliance with clinical procedures and protocols, including uniform and dress code</li> <li>• the use of personal protective equipment</li> <li>• safe procedures for using aseptic techniques</li> <li>• safe disposal of sharps.</li> </ul> <p>Please take due care at work, reporting any accidents, incidents or near misses to your line manager and record them on the Datix system.</p>

<b>Equal Opportunities</b>	Horder HealthCare's Equal Opportunities Policy tells you all about our commitment to ensuring that no patient, colleague or prospective colleague is discriminated against, whether directly or indirectly on the grounds of: gender, sexual orientation, age, marital status, responsibility for dependants, disability, religion, creed, colour, race, nationality, ethnic or national origin, trade union activity, social background, health status, or is disadvantaged by conditions or requirements which cannot be shown as justifiable.
<b>Confidentiality</b>	You'll make sure that no confidential information is disclosed about Horder Healthcare or its associated companies (including information about patients and colleagues) to any unauthorised person.
<b>Safeguarding</b>	You'll be aware of the key issues in safeguarding children and vulnerable adults from significant and serious harm. Reporting safeguarding concerns to appropriate professionals and recording incidents accurately.
<b>People Managers</b>	You have a responsibility to manage your team, ensuring safe staffing levels at all times. You should ensure all new team members are effectively inducted onto your department; making sure that mandatory training is complete and kept up to date. You should effectively manage your team members monitoring performance and absence, using the HR policies and procedures.
<b>Review</b>	Whilst this role brief outlines the main duties of your role identified at the date of issue, you may be required to carry out additional tasks as requested by senior colleagues. Your role may be subject to amendments in the light of the changing needs of the business, and will be reviewed periodically, which we'll discuss with you first.
<b>Role Brief Agreement</b>	<p>I have read this role brief and understand the contents of my day-to-day duties. I also understand that this role brief may change over time with the business needs of Horder Healthcare. I understand that the role brief will therefore be subject to periodic review.</p> <p><b>Colleague name:</b></p> <p><b>Colleague signature:</b></p> <p><b>Date:</b></p>