

## Job Details

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Job Title: Theatre Practitioner  
Band: 5  
Division: Surgery or Specialist Services

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## Reporting Arrangements

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Managerially Accountable to: Senior Team Leader

Professionally Accountable to: Matron

Responsible for: All staff of a lower grade within the department

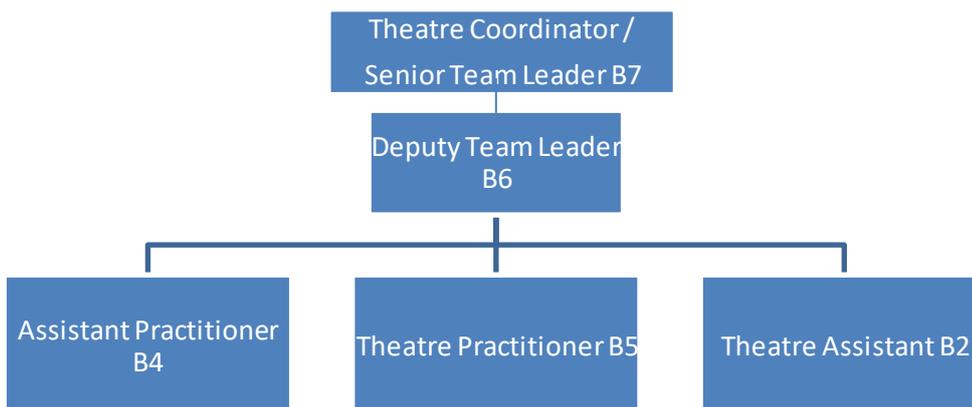
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## Job Purpose

Holistic patient care during the intraoperative phase, and immediately post- operative care. Assisting the anaesthetist to deliver a good patient experience throughout.

## Organisation Chart

Illustrate the position of the job within the department/service, indicating any services/functions directly managed.



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## Duties and Responsibilities

### Key results from the job holder

- Identifying what is required of self in delivering individualised patient care.
- Developing competencies in self that safeguard practice and effectiveness in role. Ensuring compliance with NMC / HCPC Codes of Conduct.
- Participation in the effective use of allocated resources / funding.
- Demonstrating awareness of; and participation in development to meet demands, and adapt to the changing needs of the service.
- Empowering self and colleagues to creatively meet professional and organisational objectives.
- Promoting safe systems, which assure all aspects of risk reduction, compliance with the Health and safety at work act 1974 and the agenda for Clinical Governance.
- Demonstrating an awareness of local/national policies and strategies, and ensure up-to-date working knowledge of legal matters that, may impact within the clinical area.
- Identifying, maintaining and improving the quality of care through application of evidence based practice.
- Participating in self-development and development of less experienced staff to creatively meet professional and organisational objectives.

### Planning and Organisational Duties

The post holder will participate in, and influence, care delivery by:

- Acting as a catalyst in questioning expert professional knowledge within the team influencing application of theory in practice.
- Identifying, maintaining, evaluating and improving the quality of care through application of evidence based practice within the clinical area.
- Developing sound clinical skills and competency within their defined field working without direct supervision to ensure the application of professional standards in all aspects of care delivery within the clinical environment.
- Demonstrating awareness of the appropriateness of transferable skills when providing individualised high quality patient care.
- Participation of departmental research and audit.
- Application of evidence based practice within the care delivery.
- Demonstrate underpinning theoretical knowledge within their clinical practice of Infection control, Health and Safety, Ethical and Legal issues.
- Demonstrate adaptability of the role within distinct clinical environments.
- Recognise the appropriateness of transferable skills when providing individualised high quality patient care.
- Demonstrate application of professional standards in all aspects of care delivery within the clinical environment.
- Demonstrate adherence to CQC essential standards of quality and safety

### Communications and Key Working Relationships

- To respond to requests for information
- To receive and pass on information to others, maintaining confidentiality

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- To build and maintain effective working relationships with all colleagues across the division and Trust
  - To communicate effectively with all professions
  - To behave in a professional manner at all times

## **Responsibility for Finance**

The post holder will:

- Participate in ensuring the effective utilisation of all financial resources in providing and delivering the service
- Identify and assist in implementing Cost Improvement Programmes within the service.
- Promote effective utilisation of theatre

## **Responsibility for Human Resources**

The post holder will:

- Adhere to Trust policies and maintenance of the professional code of conduct.
- Contribute skills to enable teams to deliver safe, effective services

## **Responsibility for Health & Safety**

The post holder will fulfil a proactive role towards the management of risk in all their actions by:

- Maintaining consistency within standards of care for both elective and emergency care.
- Ensuring that all work is carried out in a safe manner with due regard to the Health and safety regulations.
- Ensuring risk assessments of all situations are completed.
- Taking appropriate action and reporting of all incidents, near misses and hazards.
- Maintaining a duty of care towards personal safety and that of others who may be affected by their acts or omissions
- Maintaining compliance with the data protection act 1998 and information governance ensuring confidentiality is adhered too.
- Effectively using verbal and written word to influence outcomes.
- Participating in the timely recording of patient documentation ensuring that only accurate and effective data is collected about the care episode.
- Maintain compliance with the Health & Safety at Work Act 1974 – the post holder is required to fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards, and a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions.

## **Responsibility for Teaching**

The post holder will promote life-long learning and continual professional development (CPD) through the use of appropriate coaching, teaching and assessment in practice by:

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- Contributing to a supportive learning environment, which enables all members of the team to develop.
  - Developing competency in self to support the maximisation of team efficiency through recognition and effective utilisation of all appropriate development resources and opportunities.
  - Developing the ability to recognise and highlight to appropriate personnel any deficits in the learning environment.
  - Demonstrating understanding and awareness of underpinning theoretical knowledge within their clinical practice of Infection Control, Health and Safety, Ethical and Legal issues and sharing this knowledge with less experienced staff and students assigned to the clinical area of expertise.
  - Recognising and accepting responsibility for personal development and professional growth in self.
  - Supporting those developments, which contribute to the achievement of organisational, team and individual goals within the department

### **Work Circumstances & on-call**

- Shifts of 6 or 12 hours to include nights and weekends. Rosters are planned and released six weeks in advance

### **Surgical First Assistant duties (SFA Qualification is a pre-requisite)**

The post holder will perform the following duties under the direct supervision of the operating surgeon:

- Cutting of superficial and deep sutures
- Nerve, superficial and deep tissue retraction (once positioned by the surgeon)
- Handle and manipulate tissue and organs to facilitate surgical exposure or access
- Assist with haemostasis and maintenance of a clear operating field, including indirect application of surgical diathermy by the operating surgeon
- Use surgical suction as guided by the operating surgeon
- Camera manipulation during minimal access surgery
- Assist with superficial and deep wound closure

### **Standard Duties & Responsibilities**

The Trust operates a No Smoking Policy.

All Wrightington Wigan and Leigh NHS Foundation Trust staff employed within Clinical Environments and have contact with children, vulnerable adults; service users and their families must familiarise themselves, be aware of their responsibilities and adhere to Local Safeguarding Children's Board, Local Safeguarding Adult Board and WWL Procedures for Safeguarding and Protecting Children which are available on the Trust Policy Library.

In accordance with Part 7 of the Immigration Act 2016, employees who are required to interact regularly with the public, both face to face, and by telephone, are required to be able to speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy, using correct sentence structures and vocabulary, and without hesitation.

Compliance with the Data Protection Act 1998 and Information Governance – the postholder is not entitled to use for their own benefit or gain, or to divulge to any persons,

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firm or other organisation whatsoever, any confidential information belonging to the Trust or relating to the Trust's affairs or dealings which may come to their knowledge during employment.

Compliance with the Health & Social Care Act 2008 – Code of Practice on the Prevention and Control of Infections and related guidance – the post holder is required to fulfil a proactive role towards the reduction and management of healthcare related infection in all of their actions. This entails compliance with Trust Infection Prevention and Control policy and related Standard Operating Procedure (SOP's); along with risk assessment of all situations; as staff have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Staff must be fully compliant with Trust Infection prevention and Control eLearning policy.

All applicants to any post within the Trust are required to declare any involvement either directly or indirectly with any firm, company, relevant person or organisation which has any interest with the Trust, the services provided by the Trust or any element of patient care. Failure to do so may result in an employment application being rejected, or if it is discovered after appointment the omission of such information could lead to dismissal. This includes any form of private practice relating to medical care.

Compliance with Trust Policies and Procedures including the Code of Conduct.

Compliance with Standing Financial Instructions (SFIs) – The SFI's identify the financial responsibilities which apply to everyone working for the Foundation Trust and its constituent organisations including trading units. Failure to comply with Standing Financial Instructions can in certain circumstances be regarded as a disciplinary matter that could result in dismissal. Compliance with the SFIs is monitored by the Finance Department and post holders are therefore required to understand their responsibilities outlined within this document and ensure compliance with its instructions.

Responsibility for all records (including patient health, financial, personal and administrative) that they gather or use as part of their work within the trust. The records may be paper, electronic, microfiche, audio or videotapes, x-ray images.

Any other duties appropriate to the grade. The range of duties and responsibilities outlined above are indicative only and are intended to give a broad flavour of the range and type of duties that will be allocated. They are subject to modification in the light of changing service demands and the development requirements of the post holder.

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This document is also available in audio, large print, Braille and other languages upon request. For more information call 01942 773106.

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## Person Specification & Scoring Sheet

<b>Job Title</b>	Theatre Practitioner	<b>Band</b>	5
<b>Candidate</b>			

	<b>Essential Criteria</b>	<b>Desirable Criteria</b>	<b>Score</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>▪ RN 1<sup>st</sup> Level / HCPC Registered ODP</li> <li>▪ DPSN</li> </ul>	<ul style="list-style-type: none"> <li>▪ ENB 998/CG7307/100/Mentorship in practice</li> <li>▪ Degree /Diploma Studies</li> <li>▪ Specialists Skills Course</li> <li>▪ SFA Part 1 Qualification</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>▪ Demonstrate ability as professional role model.</li> <li>▪ Experience of working on own and as a member of a team.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Working knowledge of theatres.</li> <li>▪ 6 months experience since qualification.</li> <li>▪ Experience in the application of SFA duties</li> </ul>	
<b>Skills</b>	<ul style="list-style-type: none"> <li>▪ Participation in research/audit.</li> <li>▪ Excellent verbal, written and interpersonal communication skills.</li> <li>▪ Ability to maintain and improve standards of care.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of undertaken research/audit.</li> <li>▪ Specialist clinical skills within appropriate field.</li> <li>▪ Basic Computer Skills</li> </ul>	
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>▪ Up to date knowledge of current clinical and professional issues.</li> <li>▪ Knowledge of evidence based practice.</li> <li>▪ Understanding of research/audit</li> </ul>	<ul style="list-style-type: none"> <li>▪ Sound understanding of role and responsibilities relating to SFA duties.</li> </ul>	
<b>Additional</b>	<ul style="list-style-type: none"> <li>▪ Good attendance record</li> <li>▪ Internal rotation.</li> <li>▪ Flexibility, adaptability and positive approach to work.</li> <li>▪ Enthusiasm/motivation Speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy, using correct sentence structures and vocabulary, and without hesitation</li> </ul>	<ul style="list-style-type: none"> <li>▪</li> </ul>	
<b>WWL Behaviours</b>	<p>When we are:</p> <p><b>4ward Thinking</b> We seek out new and creative way of working to make a positive difference.</p> <p><b>Working together</b> We actively seek opportunities to work in partnership with others</p>		

	<p><b>Accountable</b> We take personal responsibility for ourselves and our actions</p> <p><b>Respectful</b> We recognise that everyone counts and makes a valuable contribution</p> <p><b>Demonstrate Compassion</b> We take time to show kindness and care to others</p>	
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<b>Total Score:</b>	
<b>Out of total possible score:</b>	

<b>Comments</b>	Please record here any pertinent comments following interview, particularly details of how the candidate meets, or fails to meet, the requirements of the person specification;
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<b>Scoring Key:</b>	
<ol style="list-style-type: none"> <li>1. Showed multiple clear evidence of a likely lack of competence in relation to the essential criteria</li> <li>2. Showed sufficient negative evidence to be judged lacking in ability in relation to the essential criteria</li> <li>3. Showed more positive than negative evidence of meeting the essential criteria</li> <li>4. Showed clear evidence of meeting the required criteria and some of those in the desirable criteria</li> <li>5. Showed multiple clear evidence of meeting all of the essential and desirable criteria</li> </ol>	
<b>Signature:</b>	<b>Date:</b>
<b>Print name:</b>	<b>Position:</b>