

Agenda for Change

Band 5 Orthopaedic Scrub



Dear Candidate,

Thank you for your interest in this post and for taking the time to read this information pack. We hope that this exciting and rewarding opportunity catches your imagination and you are encouraged to apply.

North Tees and Hartlepool NHS Foundation Trust (NTHFT) is an ambitious organisation with a focus on excellent patient care. Our teams operate across two acute hospital sites, a community hospital in Peterlee and a number of other community-based hubs employing 5,500 staff who provide integrated hospital and community based services.

We have an income of around £360m and serve a population of c.400,000 living within Hartlepool, Stockton-on-Tees, East Durham and surrounding areas including Sedgfield, Easington and Peterlee and wider population for our NHS England commissioned services on bowel, breast and cervical cancer.

Our population experiences significant health inequalities and one of our prime aims is to not only provide the best health care but to raise the health aspirations of the communities we serve. Treating illness is only part of our work.

Patient safety is our absolute, number one priority and is reflected in everything we do. We expect every colleague, clinical or non-clinical, to always put our patients first.

We are an aspiring organisation with a focus on innovation in healthcare, reflecting the ambitions of the NHS Long Term Plan. Working to facilitate care closer to home, with a drive for prevention and control over own health – the Trust is dedicated to collaborative ways of working to drive aspirational outcomes for patients and the wider community at large.

We work in close partnership with a range of local and national organisations for the benefit of our patients. Currently we are developing a hugely ambitious [Clinical Diagnostic Centre](#) in Stockton town centre in partnership with Stockton-on-Tees Borough Council, North East and North Cumbria Integrated Care System and South Tees Hospitals NHS Foundation Trust.

Staff members enjoy significant benefits such as access to unique NHS discount services (including retail, insurance and travel) and we pride ourselves on our commitment to the health and wellbeing of our colleagues.

We are seen as a valued local health ‘voice’ and a vocal advocate for our community. Our colleagues are often featured in local and national news stories and, on occasions, even international reporters have shown an interest in our work.

The Trust operates a progressive pathway management model, with the establishment of three care groups focused on: Healthy Lives, Responsive Care and Collaborative Care.

Our vision is to be a consistently high performing and financially sustainable Trust. We are well on the way to achieving this and by joining us now, you can contribute to our continued journey.

We are looking for people to join us at NTHFT who are aligned with our values: Collaborative Aspirational, Respectful, Empathetic.

You can learn more about our work on our website <https://www.nth.nhs.uk/> and on our active social media accounts.

Thank you on behalf of the Trust Board for your interest in working for North Tees and Hartlepool NHS Foundation Trust and wish you every success in your application.



Prof Derek Bell
Chair



Stacey Hunter
Group Chief Executive Officer



Job Description

Job Title - Orthopaedic scrub practitioner

Division - Theatres

Care Group 3 – Collaborative Care

Contracted Hours - 37.5 (Full time/part time/job share/flexible hours)

Base - University Hospital of Hartlepool

Band – band 5

Main Purpose of the Job

To be responsible for the provision of skilled Perioperative care as a member of a multidisciplinary team. There will be a required to supervise, on a day to day basis qualified/newly qualified and students in achieving their objectives.

Organisational Chart

Operational Manager Anaesthetics

Perioperative Lead senior clinical matron

Theatre Matron

Theatre Team Lead

Band 5 scrub practitioner – this post

Theatre Support Worker

Communications and Relationships

Communicate effectively with all members of the multi-disciplinary care team in order to promote positive working relationships within the operating department and throughout the directorate and with external agencies. Communicate with patients, relatives of patients and visitors, making sure that they have all possible assistance, promoting good public relations. Communicates effectively, demonstrating empathy and reassurance when dealing with patients, relatives, carers, all members of organisation and external agencies.

Analytical and Judgement Skills

Apply specialist knowledge underpinned by the theory to practice an in an acute clinical area across a range of diverse procedures.
Ensure the provision of the physical and psychological environment which is conducive to providing optimum care for perioperative patients.
Responsible for the provision of care to a designated caseload of patients within an acute setting, analysing, assessing and making clinical judgements, with the remit of the role as required. Gives support to junior staff during this process.
Responsible for the safe use of expensive/highly complex equipment/pharmaceutical products utilised within the acute clinical setting.
Abide by legal requirements and statutory rules relating to the Nursing and Midwifery Council (NMC) or the HCPC.

Planning and Organisational Skills

Following successful completion of competencies frequently takes charge of a designated area in theatre and occasionally take charge of the operating department in the absence of a theatre sister.
Excellent organisational skills, effective time management skills.
Mentor and facilitate the education of staff nurses, operating department practitioners, students and theatre support workers.
Maintain accurate and confidential perioperative care documentation.
Ensure accurate and timely completion of digital perioperative pathway.

Physical Skills

This role involves long periods of standing, moving equipment and wearing PPE.

Patient/Client care

Provide high quality of care to all patients within an acute clinical setting and throughout the perioperative pathway.

Analyse, assess, evaluate and implement care in line with clinical judgement.

Accurately record count process, WHO surgical safety check list.

Policy and Service Development

Adhere to policies and procedures, proposing changes to working practices for own work area.

Assist in the establishment and implementations of systems which evaluate standards of practice. Actively participate in research and audit as required and the application of research findings into clinical practice.

Take part in the initiation of new ideas and implementation of evidence based on practice.

Financial and Physical Resources**Management and Leadership****Information Resources****Research and Development****Freedom to Act**

Personal

- Maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities.
- Participate in review of own performance regularly and development of personal development plan at least every 12 months
- Take responsibility for own actions
- Recognise own personal strengths and weaknesses and identify appropriate strategies to enhance the strengths and overcome or minimise the weaknesses
- Apply personal effectiveness skills in terms of time management, prioritisation, resource management, self-motivation and team work

General Requirements:

Demonstrate commitment to IWL principles and flexible working patterns, to meet the needs of the service and staff

Tackle discrimination and harassment, and promote equality and diversity in the workplace

Reduce sickness absence; work place accidents; and promote zero tolerance on violence against staff

Take responsibility for personal development and education and the development of a Personal Development Plan.

1. Communications and Working Relations

The post-holder must treat colleagues in a manner that conveys respect for the abilities of each other and a willingness to work as a team.

2. Policies and Procedures

All duties and responsibilities must be undertaken in compliance with the Trust's Policies and Procedures. The post-holder must familiarise the ways in which to raise a concern to the Trust e.g. Speaking Up Policy (RM 36) in order that these can be brought to the Trust's attention immediately.

3. Health and Safety

The post-holder must be aware of the responsibilities placed upon themselves under the Health & Safety at Work Act (1974), subsequent legislation and Trust Policies; to maintain safe working practice and safe working environments for themselves, colleagues and service users.

4. Equal Opportunities

The Trust has a clear commitment to its equal opportunities policy and it is the duty of every employee to comply with the detail and spirit of the policy

5. Risk Management

All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and, when requested, to co-operate with any investigation undertaken.

6. No Smoking

This Trust acknowledges its responsibility to provide a safe, smoke free environment, for its employees, service users and visitors. All Health Service premises are considered as non-smoking zones; the postholder must familiarise themselves with the Trust's Smoke Free Policy (EF12)

7. Confidentiality

All personnel working for, on behalf of or within the NHS are bound by a legal duty of confidentiality (Common Law Duty of Confidentiality). The post-holder must not disclose either during or after the termination of their contract, any information of a confidential nature relating to the Trust, its staff, its patients or third party, which may have been obtained in the course of their employment.

8. Equal Opportunities

The Trust believes that equality of opportunity and diversity is vital to its success and an essential prerequisite to the achievement of its goals in delivering seamless, high quality, safe healthcare for all, which is appropriate and responsive to meeting the diverse needs of individuals. In working towards achieving our goals, it is important that staff and users of our service are treated equitably, with dignity and respect, and are involved and considered in every aspect of practice and changes affecting their employment or health care within the Trust.

9. Conflict of Interest

The Trust is responsible for ensuring that the service provided to patients in its care meets the highest standard. Equally it is responsible for ensuring that staff do not abuse their official position for personal

gain or to benefit their family or friends. The Trust's standing orders require any officer to declare any interest, direct or indirect, with contracts involving the Trust. Staff are not allowed to further their private interests in the course of their NHS duties

10. Infection Control

The post-holder will ensure that (s)he follows the Trust's hospital infection prevention and control (HIC) policies and procedures to protect patients, staff and visitors from healthcare-associated infections. He or she will ensure that (s)he performs the correct hand hygiene procedures (as described in HIC 14), when carrying out clinical duties. He or she will use aseptic technique and personal protective equipment in accordance with Trust policies. All staff must challenge non-compliance with infection, prevention and control policies immediately and feedback through the appropriate line managers if required.

Be aware of, and comply with, all Trust infection prevention and control policies, to include hand hygiene, personal hygiene, environmental and food hygiene. To undertake annual training/updates in infection prevention and control.

To be accountable for implementation of *The Health Act 2008 Code of Practice for the Prevention and Control of Healthcare Associated Infection* within own department/area of responsibility.

Prepare for and undertake the protective interventions that he/she is responsible for in a manner that is consistent with evidence based practice and maintaining patient safety.

11. Safeguarding Children and Adults

The Trust takes its statutory responsibilities to safeguard and promote the welfare of children and adults very seriously. The Board of Directors expects all staff will identify with their manager their own responsibilities appropriate to their role in line with statute and guidance. This will include accessing safeguarding training and may include seeking advice, support and supervision from the trust safeguarding children or safeguarding adult teams. Where individuals and managers are unclear of those responsibilities they are expected to seek advice from the safeguarding teams.

12. Disclosure and Barring Service

This post is deemed to require a Disclosure Check – Enhanced Level with the DBS. This is due to the fact the post has access to children or vulnerable adults. Further information on the Disclosure Service is available from www.disclosure.gov.uk.

13. Other duties

To undertake other duties to meet the changing needs and priorities of the Trust, the service and the clients, as determined by your manager and in accordance with the grade of the post.

PERSON SPECIFICATION

Job Title Band 5 scrub practitioner

Pay band 5

Department Theatres Hartlepool

Care Group 3

Attribute	Essential	Desirable	Assessment
Qualifications & Training	1 st level registration or Minimum NVQ level 2 in operating department practice Relevant teaching certificate	Diploma in nursing Degree in nursing or operating department practice	AF/I
Experience	Minimum of 12 months within orthopaedic theatres	Completion of competency package	AF/I
Knowledge	Good understanding of both theory and practice for orthopaedic scrub staff		AF//P
Skills and attributes	Organisational/time management skills		AF//P
Management/Supervision		Experience of mentoring/supervising students and new starters	AF//P
Communication	Good communication skills both verbal and written		AF//P
Finance and Physical Resources			AF/I
Other			

Essential criteria are those attributes required of the post holder without which an appointment cannot be made.

Desirable criteria are those attributes of the post holder, which would be useful, but not essential for the post holder to perform the role.

How tested: AF - Application Form
 I - Interview
 P - Presentation

I confirm that this Person Specification has been discussed and agreed with me.

Name:

Signature:

Date: /...../.....

Profile Supplement:

This Role Involves:	Yes	No	Rare	Occasional	Frequent	Examples
Lifting weights/objects between 6-15 kilos	x			x		
Lifting weights/objectives above 15 kilos			x			
Using equipment to lift, push or pull patients/objects	x					
Lifting heavy containers or equipment	x					Orthopaedic sets and trays
Running in an emergency	x					
Driving alone/with passengers/with goods		x				
Invasive surgical procedures	x					
Working at height or in a confined space		x				

Concentration to assess patients/analyse information	x					
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Response to emergency situations	x					
To change plans and appointments/meetings depending on the needs of this role		x				
Clinical interventions	x					
Informing patients/family/carers of unwelcome news		x				
Caring for terminally ill patients		x				
Dealing with difficult family situations		x				
Caring for/working with patients with severely challenging behaviour			x			
Typing up of formal minutes/case conferences						

Clinical/hands on patient/client care	x					
Contacts with uncontained blood/bodily fluids	x					
Exposure to verbal aggression			x			
Exposure to physical aggression		x				
Exposure to unpleasant working conditions dust/dirt/fleas		x				
Exposure to harmful chemicals/radiation	x					Image intensifiers
Attending the scene of an emergency		x				
Food preparation and handling		x				
Working on a computer for majority of work		x				
Use of road transport		x				



North Tees and Hartlepool
NHS Foundation Trust