

Job description

POST

Senior Orthopaedic Scrub Theatre Practitioner

SALARY

£35'392 to £42'618 per annum

CARE GROUP

Surgery and Anaesthetics

BASE

Kent & Canterbury

CONTACT

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Welcome to East Kent Hospitals

In August 2021, Kent and Canterbury Hospital opened a brand-new centre, dedicated solely for elective orthopaedic surgery. The unit is part of a national pilot aimed to improve the quality and outcomes for orthopaedic patients. The EOC is equipped with four laminar flow theatres, a seven-bed recovery and specifically designed areas to support our patients through their journey. This exciting and innovative venture is a testament to how shared objectives, dedicated staff and strong teamwork directly supports excellent patient care and we hope to encourage staff to join us in carrying these ambitions forward.

We offer a full package of benefits, including a car lease scheme; on-site childcare; generous annual leave in line with NHS terms and conditions; high street and public transport discounts; a 24/7 staff support service - and the little things that make life easier, like on-site Amazon lockers and fresh fruit and veg stalls.

About us

We are one of the largest hospital trusts in England, with three acute hospitals and community sites serving a local population of around 700,000. We also provide specialist services for Kent and Medway.

We care about our patients and our people. We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. With our emphasis on staff training and development, a staff support scheme that's second to none, and a healthy package of benefits, it's easy to put down roots in East Kent Hospitals.



Senior Orthopaedic Theatre Practitioner

Role specific duties

The post holder will work as a Senior Scrub Practitioner taking the lead of theatre lists within the Elective Orthopaedic Theatres at Kent and Canterbury Hospital, whilst supporting and maintaining a high standard of patient care. The post holder will also work within a large team supporting, facilitating and training junior staff and students.

- The post holder will work mainly within our new centre to help achieve good outcomes for a variety of orthopaedic patients, this includes Hip and knee, Spines, shoulders and upper and lower limb.
- Our team includes over 40 staff in a variety of positions.
- We work very closely with our supply companies to support and facilitate training.
- The post holder will deputise for the Theatre coordinator's in their absence working to lead the team to achieve great care, whilst also ensuring efficiency and utilisation.
- The Orthopaedic theatres are using many new technologies to develop and innovate theatre working.
- Team working and communication are vital aspects to this role, enabling the development of staff, patient services and education.
- Use clinical skills and knowledge to provide specialist advice and support to peer group staff, patients and relatives.
- Act as a clinical expert and positive role model for all staff.
- Provide professional leadership, advice and guidance to nursing and non-nursing staff within the nursing environment and foster collaborative partnerships with other disciplines.
- The post holder is required to uphold and model the Trust values in everything they do.
- The post holder will support KCH Theatres as required this may include on calls.



Your commitments

We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. This is why we ask you to:

- maintain the confidentiality of information about patients, staff and other health service business and adhere to data protection law
- comply with the Trust's policies and procedures, including infection prevention and control, risk management, health and safety, safeguarding children and adults, financial management and use of resources
- act at all times in accordance with the professional Codes of Conduct and Accountability relevant to your role
- participate in annual mandatory training.

We are a smoke-free Trust, and offer staff support to stop smoking.

Values

We care about our values of caring, safe, respect and making a difference. We'll ask you to

demonstrate these values during the recruitment process and throughout your appointment – and you can expect us to do the same.

Our NHS People Promise

We are committed to the NHS People Promise. We want our culture to be positive, compassionate, and inclusive – and we all have our part to play.

Living and working in East Kent

Our large district general hospitals, specialist units and community sites provide a vibrant and diverse working environment with the extensive opportunities and teaching facilities you would expect of a large trust.

East Kent offers stunning countryside, beautiful beaches and charming places of historic interest, with easy access to London. With excellent schools, a wealth of leisure facilities and easy family days out on your doorstep, alongside beautiful and affordable housing stock, the perfect work-life balance couldn't be easier to achieve.

How to apply

For more information or to arrange to visit us, please contact Reena Mathew via 01227 206681 or email rmathew1@nhs.net



Person specification

Requirements	Essential	Desirable	Method of assessment
Qualifications and training	<p>Recent clinical experience in an acute Trust</p> <p>2 year's experience at Band 5 within specialty</p> <p>Delivery of evidence-based practice</p> <p>Demonstrates patient focused approach</p>	<p>4 years experience at Band 5 within specialty</p> <p>Evidence of facilitating learning in practice</p> <p>Evidence of on-going personal + professional development</p>	<p>Application / Form</p> <p>Interview/ professional profile</p>
Clinical skills and experience	<p>Expert Scrub skills.</p> <p>Good communication skills.</p> <p>Facilitating Staff development and empowerment</p>	<p>Orthopaedic Scrub experience in a variety of areas.</p> <p>Surgical first assistant competency</p>	<p>Application form/ Interview/ Professional profile</p>
Governance	<p>Participates in regular clinical governance activity.</p> <p>Take part and initiate audits.</p> <p>Understands principles and concepts of clinical governance</p>		
Personal/professional attributes	<p>Ensure registration with the relevant professional body is maintained and to practice within the professional codes of conduct of that body.</p> <p>Ability to direct, organise and inspire teams through team work and communication.</p> <p>Understands the role of human factors in healthcare.</p> <p>Able to juggle a large number of demands by setting priorities and planning effectively</p> <p>Able to manage conflicting and unpredictable demands</p>		
Other requirements	<p>To be aware of and adhere to the Trust's Vision, Mission and Values.</p> <p>Current understanding of key issues facing the NHS both locally and Nationally</p> <p>Upholds and models the Trust values</p>	<p>Ability to work on own initiative using sound decision-making and problem-solving skills</p>	

The small print

Band	6
Salary Scale	£35'392 to £42618per annum pro rata if applicable Progression through the pay scale will be determined on an annual basis. It will be subject to the post holder demonstrating the required standards of performance, conduct and completion of statutory and role specific training.
Hours of work	37.5hours per week
Annual Leave Entitlement	Annual leave entitlements are based upon the following lengths of NHS service (pro rata if applicable): On Appointment = 27 days After five years = 29 days After ten years = 33 days
Pension Scheme	As an NHS employee you will be entitled to join the NHS Pension scheme and will be enrolled from your first day of service, if you meet the eligibility criteria. Employees who are not eligible to join the NHS Pension Scheme may instead be enrolled in the Trust's Alternative qualifying scheme, NEST. Your remuneration will be subject to the deduction of superannuation contributions in accordance with the relevant scheme.
Contractual Notice	Bands 1-4 = 1 Month notice Bands 5-6 = 2 Months' notice Band 7-9 = 3 Months' notice
Probationary Period	New staff appointed to East Kent Hospitals University NHS Foundation Trust in this post will be subject to a 6-month probationary period. During this time, you will be required to demonstrate to the Trust your suitability for the position in which you are employed. This period may be extended at the Trust's discretion and is without prejudice to the Trust's right to terminate your employment before the expiry of the probationary period. In the event that a decision is taken to terminate your contract of employment during or at the end of your probationary period, you will be entitled to a notice period in line with the statutory timescales, which for employees with less than one year's service is one week.



Dimensions

Financial and Physical	Manages	All staff are responsible for the security and the property of the Trust, avoiding loss or damage, and being economical and efficient in the use of resources. Staff are required to act in accordance with the rules and regulations as described in the Trust's 'Policy Relating to the Financial Management and Control of Resources'.
	Impacts	Authorised signatory for financial payments
Workforce	Manages (Bands and WTE)	Band 5 2-3 WTE
	Located	Kent and Canterbury Hospital, The Elective Orthopaedic Theatres
	Impacts	
Other		

Communications and working relationships

Internal	Patients Relatives Clinical Ward team Unit Coordinator Clinical Theatre Manager Senior Site Matron Ward clerk Medical staff Clinical staff in same directorate and in other wards and departments Site Clinical Managers Clinical Nurse Specialists Directorate Lead Nurse Director of Surgical Services Nursing and Quality Physiotherapists Occupational therapists Domestic staff Porters
External to NHS	Primary Care staff (GPs, Practice nurses, district nurses, community matrons) GP's Social Workers
Other	Canterbury Christ Church University Friends/Relatives/ Carers. Medical Representatives. Public



Environment

Category	Description/Definition	Frequency/Measures
Working Conditions	This post will involve moderate to intense physical effort for several long periods during a shift as part of the clinical team	Frequent
Physical Effort	This post will involve moderate to intense physical effort for several long periods during a shift as part of the clinical team.	Frequent
Mental Effort	Frequent requirement for intense concentration for delivery of service and decision- making. Work pattern will be variable according to the needs of the service with frequent interruptions from members of the multi-disciplinary team, ward staff, visitors and telephone inquiries	Frequent
Emotional Effort	Frequent exposure to highly emotional or highly distressing circumstances including clinical situations, and management situations e.g. redeployment, grievance, and disciplinary proceedings. Supporting staff to deal with traumatic incidences and distressed patients and relatives.	Frequent

Most challenging part of the job

To maintain credibility and flexibility as a competent practitioner in an ever-changing environment, while continuing to develop professionally in line with the demands of a responsive nursing service focused on the needs of patients. We confirm that the details of the above post as presented are correct. This is a description of the duties of the post as it is at present. This is not intended to be exhaustive. The job will be reviewed on a regular basis in order to ensure that the duties meet the requirements of the service and to make any necessary changes.

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