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| JOB DESCRIPTION: Scrub Practitioner |

**Title** Scrub Practitioner

**Managerially**

**Accountable to:** Theatre Manager

**Professionally**

**accountable to:** Head of Nursing and Clinical Services

**Service delivery at Practice Plus Group Hospital, Shepton Mallet**

Practice Plus Group believes in strong team work and partnership amongst its people. This approach is at the heart of everything we do to deliver a high level of patient care.

Significant time and resources are invested in recruitment to ensure that rigorous standards are met and that staff share the same focus on teamwork and delivery. Employing high calibre people in roles that require personal responsibility and close interaction with patients allows everyone the opportunity to make a difference to patients during their treatment and deliver high quality outcomes.

Supporting employees in their careers at Practice Plus Group with great opportunities to learn and develop through training, Practice Plus Group is an organisation that’s continually innovating to raise standards of best practice in healthcare.

Practice Plus Group delivers services to create the best experience for their patients, through best standards of care, clinical excellence and low infection rates. A focus on selected procedures and skills in their delivery means that as a healthcare provider they can consistently improve their performance and in turn benefit their patients.

## **PURPOSE OF ROLE**

To actively participate in and maintain the highest standard of care and safety for patients, visitors and staff in the operating theatre suite. To become competent in all aspects of clinical practice within the Operating Department.

**SCOPE OF ROLE**

The role has clinical, teaching, and staff development responsibilities:

**Clinical/Professional Role**

* To assist junior staff in the assessment of patients and advise appropriately, providing specialist knowledge in assessing and interpreting acute and other patients conditions.
* To maintain accurate clinical observation of the patient’s clinical condition and alert medical staff when required.
* To be able to interpret the significance of data to the patient’s health status.
* To effectively communicate the accurately recorded data within the Theatre/Anaesthetic multi-disciplinary team, updating and revising care as appropriate.
* To identify and discuss the nursing problems or needs with the patient, relatives and other staff as deemed necessary.
* To plan own self development and further develop both clinical / management skills and knowledge.
* As a member of the Theatre team, plan ways to solve / identify problems within the department and implement solutions in collaboration with other staff.
* To promote the incorporation of discharge planning and health education into patient care, ensuring safe discharge of day surgery patients.
* To provide a lead role in a defined area of specialist nursing care
* To act as a role model and support junior staff in formulating individualised care pathways, based on nursing diagnosis, and defining actions to the taken.
* To actively promote the use of the Pathways in the department.
* To assist in ensuring that the department is at all times clean and organised with sufficient supplies and equipment which are correctly cleaned, in working order and correctly stored.
* To participate in implementing planned change to improve the function of the department.
* To evaluate own objectives and formulate new ones for discussion at Individual Performance Review, using reflective practice.
* To plan daily assignments with speciality team members.
* To be competent in all aspects of theatre technique and procedures.
* To monitor theatre procedures with regards to checking of swabs, needles and instruments.
* To assist other members of the team in the preparation and cleaning of all theatre areas.
* To run theatre lists both efficiently and competently following policies and procedures.
* To ensure that equipment is handled correctly and maintained in a safe working order, reporting any defects to the Theatre Manager/designated deputies.
* To share personal expertise and specialist knowledge with other clinical colleagues
* To participate on the theatre on call rota as applicable
* To supervise the work of junior and unqualified colleagues;
* To work flexibility within the working area, ensuring that skills are maintained and developed.
* To be responsible for maintaining accurate, timely and complete records, ensuring the safety and confidentiality of information
* To support the development and implementation of high quality care protocols to provide a highly effective fast track service for all cases specialising in day care and short stay surgery
* To ensure that Infection Control policies are adhered to
* To participate in clinical audit, KPI monitoring and collection of data as required.

**Educational Role**

* To keep theatre/anaesthetic staff up-to-date with issues and trends affecting the nursing profession
* To educate new and existing staff in the procedures and protocols of theatre practice, encouraging them, through effective leadership to achieve their goals
* To assist in the orientation of new members of staff and the teaching of less experienced staff
* To participate through mentorship in the development of staff and identify any professional training needs
* To take part in the on-going clinical training programmes using US/UK best practice models of care.
* To instruct patients, relatives and other staff with regard to the process of nursing and the promotion of health and provide advice to patients and relatives on programmes of care. To ensure patients and their families are involved in the planning and provision of care.

**Professional Development**

* To comply with the NMC/AODP/HCPC Codes of Professional Conduct and associated guidelines and standards
* To take an active lead in ensuring that policies and procedures are implemented and reviewed in line with changes in practice to meet the needs of the National Minimum Care Standards
* To play an active role in the development of the theatre service working in conjunction with the theatre manager

This job description is subject to change in consultation with the postholder to take into account changing organisational needs.

**Health and Safety**

As an employee of Practice Plus Group, the postholder has a duty under the Health and Safety at Work Act 1974, to:-

* Take reasonable care of the health and safety of themselves and all other persons who may be affected by their acts or omissions at work.
* Co-operate with their employer to ensure compliance with Health and Safety legislation and the Health and Safety policies and procedures of the hospital, not intentionally or recklessly interfere with, or misuse, anything provided in the interests of health, safety, or welfare, in pursuance of any of the relevant statutory provisions.

**Data Protection**

The postholder must at all times respect the confidentiality of information in line with the requirements of the Data Protection Act. This includes, if required to do so, obtain, process and/or use information held on a computer in a fair and lawful way, to hold data only for the specified registered purposes and to use or disclose data only to authorised persons or organisations as instructed.

This list of duties and responsibilities is by not exhaustive and the post holder may be required to undertake other relevant and appropriate duties as reasonably required.

This job description is subject to regular review and appropriate modification.

I confirm I have read and understand this Job Description

Name of Postholder …………………………………..

Signature …………………………………...

Date …………………………………...

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| **PERSON SPECIFICATION Scrub Practitioner** |

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** |
| Qualifications | * RN or ODP (scrub)
 | * Specialist theatre/day surgery training/ qualification
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| Experience | * Recent experience at Band 5
* Clinical experience in either Orthopaedics, General surgery, Ophthalmics, ENT, Gynaecology
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| **Skills and Knowledge** | * Ability to maintain and enhance effective working relationships
* Ability to contribute to, monitor and implement changes and improvements to the service
* Uses conflict resolution strategies to achieve a satisfactory settlement.
* Ability to plan, allocate and evaluate own work and develop self to enhance performance of others.
* Ability to plan the work of a team
* Ability to teach/train/ develop staff
* Excellent communication skills both verbal and written
* Ability to monitor and control resources
* Excellent time management skills
* Able to meet the needs of the patients
* Is familiar with Health and Safety and Infection prevention & control policies and procedures.
* Computer literate
* Ability to understand the key business issues that affect profitability & growth
 | * Knowledge/Experience of clinical supervision.
* Knowledge of change management theory.
* Research/audit skills.
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| Other Factors | * Committed to the overall aims of Practice Plus Group.
* Committed to the provision of quality services.
* A flexible, positive attitude to performing a variety of duties.
* Willing to develop/learn in the role.
* Fit to undertake the duties of the post.
* Ability to be flexible with regard to working hours
* Ability to work within a multi-cultural environment
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