

The ROYAL MARSDEN
NHS Foundation Trust



Job description
Theatre practitioner

At The Royal Marsden, we deal with cancer every day, so we understand how valuable life is. And when people entrust their lives to us, they have the right to demand the very best. That's why the pursuit of excellence lies at the heart of everything we do.



Life demands excellence



Dear candidate,

Thank you for applying to join the Clinical Services team at The Royal Marsden.
This candidate pack contains all the information you need to apply for the post.

The Royal Marsden has a vital role in championing change and improvement in cancer care through research and innovation, education, and leading-edge practice. We are incredibly proud of our international reputation for pushing the boundaries and for our groundbreaking work ensuring patients receive the very latest and best in cancer treatment and care.

At the heart of the organisation are our dedicated staff. Their exceptional commitment and professionalism is commented on by so many of our patients.

The Clinical Services Division provides an incredibly diverse set of services to our patients. Although some of these services are hidden away from our immediate view, they are essential to the smooth running of our patient pathways, and often make vital contributions to the Trust's Research Strategy.

I wish you every success with your application to join our team and be part of this amazing work.
Best wishes,

Sofia Colas,

Divisional Director Clinical Services



Job title

Anaesthetic Practitioner

Terms and Conditions of Service

Trust Terms and Conditions of Service

Grade

Band 6

Location

Chelsea

Reports to

Band 7 RN/ODP

Accountable to

Matron – Theatres

Contracted Hours

37.5 hrs/ week including on call rota.

1. Job Summary

- As a member of the anaesthetic team the post holder will be expected to perform all the tasks of a specialist registered nurse/ODP with assisting and supporting the Anaesthetist to deliver general anaesthetic, sedation and local anaesthetics/regional blocks to our Theatre patients and patients in outside areas including Endoscopy, CT scanner and Interventional Radiology, in line with National and Trust Theatre Policy.
- The post holder will also work in conjunction with the rest of the theatre team to deliver high quality patient care whilst maintaining theatre efficiency and managing resources.
- The post holder will also be expected support the lead anaesthetic sister with additional responsibilities and duties and may deputise in their absence.

2. Key areas of responsibility

These responsibilities will be carried out under the guidance of the shift co-ordinator.

Clinical Duties

- To be responsible for the safe use of complex theatre equipment with responsibility for ordering stock and non-stock supplies and arranging timely servicing of this equipment, both routine and urgent.

- To be fully conversant with all types of anaesthesia/pain control in adults undertaken in the clinical area and act as a knowledge base for junior staff members.
- To take charge of the operating list, utilising resources effectively. Ensuring that safe staffing levels are maintained.
- Implement a care plan for an individual patient conducive to the operative procedure being undertaken.
- Ensure that theatre documentation is maintained to the Trust standard (including electronic records) and implement clinical audit of records to measure and evaluate care planning.
- To act as patient advocate in line with current NHS policy and to actively apply in depth knowledge of holistic/ socio-economic and cultural aspects of the care to clients within your specific speciality, acting as a role model and resource for patients, relatives and staff.
- To be aware of and champion current evidence-based trends and developments in theatre practice and in the NHS and be responsible for supporting the continuing professional development of departmental staff and self.
- To support the effective utilisation of resources effectively and to ensure that safe staffing levels are maintained for within the department.
- To have continuing responsibility for the provision of a suitable, clean, uncluttered and safe environment for the physical and psychological wellbeing of staff and patients.
- Provide evidence-based information and support to other departments as appropriate, following consultation with members of the multi-disciplinary team.
- To take part in the out of hours theatre on call rota (following appropriate training/orientation).

Leadership Duties

- To participate in the Theatre Coordinator rota – taking charge of the coordination of the unit.
- To delegate tasks and activities to a range of team members in relation to patient care, for example when taking charge of an operating list.
- Support the clinical theatre manager and Theatre sister/charge nurse as well as multi-disciplinary team members in monitoring and maintaining excellent standards of clinical practice.
- Provide specialist clinical advice Trust wide to support and facilitate high quality, individualised, evidence-based care to patients/ clients and relatives/ carers in collaboration with the multi professional team, in line with the local and national targets.
- To be responsible for the continuing professional development and overall performance of all staff by acting as a mentor and role model with the support of their senior colleagues.
- In conjunction with the theatre team develop, implement, evaluate, and maintain a positive Departmental ethos. Under the supervision of the sister/charge nurse/Senior Team Leader contribute and participate to the process of setting goals and benchmarking standards of care.
- Collaborating with other members of the theatre team to ensure the patient's needs are met to a consistently high standard.

- In conjunction with the theatre team develop a mechanism for setting specific, measurable, achievable, realistic & timely (SMART) goals and benchmarking standards of care both within the Trust & nationally. Develop tools to improve the quality of the service and work closely with the Clinical Team Leaders in Chelsea Theatres & Endoscopy to co-ordinate high-quality, stream-lined clinical services across the Department.

Clinical Governance

- Identify clinical risks and ensure that appropriate action is taken under the supervision of the Clinical Service Lead, in accordance with the Trust Risk Management policy.
- Monitor the quality of clinical care and partake in audits to achieve agreed standards and take the lead on customer care initiatives.
- To actively participate in the Trust's framework of clinical governance within the department area.
- Promote awareness and compliance amongst colleagues regarding Trust policies, procedures, guidelines, and standards.
- Record and report all incidents/complaints involving staff, patients, and visitors in accordance with Trust policies and assist in any investigations as required.

Professionalism

- Responsible for working within scope of practice and within professional standards of the NMC/ HCPC.
- Responsible for continues professional development and completing mandatory training in a timely manner.
- Demonstrate and work in accordance with the trust values.
- In conjunction with the theatre team develop a mechanism for setting specific, measurable, achievable, realistic & timely (SMART) goals and benchmarking standards of care both within the Trust & nationally. Develop tools to improve the quality of the service and work closely with the Clinical Team Leaders in Chelsea Theatres & Endoscopy to co-ordinate high-quality, stream-lined clinical services across the Department.

3. General

- The post holder has personal responsibility for safety as outlined in the Trust's safety policy and the Health and Safety at Work Act 1974.
- This job description reflects the present position and is subject to review and alteration in detail and emphasis in the light of future changes or developments.

3. Confidentiality

- All information concerning patients and staff must be held in the strictest confidence and may not be divulged to any unauthorised person at any time, unless to do so is in the best interest of the individual. In this instance the post holder should be appropriately advised by a Senior Manager. A breach of confidentiality will result in disciplinary action in accordance with the Trust's disciplinary procedures and may lead to dismissal.

- The post holder shall not use or disclose to any person either during or at any time after employment with the Trust confidential or commercially sensitive information about the business or affairs of the Trust, or about any other matters which may come to your knowledge in the course of your employment.
- Computer data should only be accessed if this has been authorised and is necessary as part of your work. Unauthorised access to computer data or helping others to access such data will result in disciplinary action being taken in accordance with the Trust's disciplinary procedure and may lead to dismissal.
- The Post holder must abide by the requirements of the Data Protection Act (1998) at all times.

4. No smoking

The Trust has implemented a No Smoking policy which applies to all staff.

5. Standards of dress

All staff are expected to abide by the Trust's guidance to staff on standards of dress.

6. Equal opportunities

All staff are expected to abide by and promote the Trust's Equal Opportunities Policy

7. Quality assurance

It is the post holder's responsibility to ensure that they are fully aware of the location and content of all Trust policies and procedures and comply with these as relevant to the performance of their role. Trust employees have responsibility to ensure that all data collection performed either directly or by supervised staff is accurate and timely and is in accordance with any local procedures.

8. Employee Specification

Candidates must be able to demonstrate	Essential or Desirable	Assessed by
Attainments		
First level registration NMC or HCPC	Essential	Application form
Recognised post registration Anaesthetic course if NMC registered	Essential	Application form
Experience in Anaesthetics	Essential	Application form/interview
Mentorship / SSSA (Standards for Student Supervision and Assessment) Competencies	Desirable	Application form/Interview
Special aptitudes and disposition		
Good interpersonal skills with particular ability to liaise effectively with multidisciplinary team members	Essential	Interview/references
Ability to demonstrate motivation	Essential	Interview
Ability to make decisions, organise and prioritise own workload	Essential	Interview
Evidence of commitment to customer care initiatives	Essential	Interview
Awareness of quality issues	Essential	Interview
Evidence of good understanding of NHS reforms and the contracting process	Desirable	Interview
Computer literacy	Desirable	Application form/interview
Commitment to personal and professional development	Essential	Application form/interview
Circumstances		
Ability to work rostered shifts including on calls	Essential	Interview
Flexibility to meet service needs	Essential	Interview/references

The above attributes have been identified by management to be necessary for this post, and will be used when short listing applicants for interview.