

## NHS Lothian

### Post: Band 5 (Recovery)

### PERSON SPECIFICATION

In order to be shortlisted you must demonstrate you meet all the essential criteria and as much of the desirable as possible. When a large volume of applications are received for a vacancy and most applicants meet the essential criteria then the desirable criteria is used to produce the shortlist.

Criteria	Essential	Desirable	How assessed
Personal Traits	Good communication skills  Enthusiastic and committed to learning  Ability to work both individually and as part of a team	Professional development	I & R
Qualifications and Training	RGN / ODP qualification	IV Therapy Course  Mentorship Course  Clinical Decision Making Course	A & C
Experience and Knowledge	Experience of working in a busy healthcare environment	Placement and / or experience of theatre/ recovery setting	A & I
Skills and/or Abilities	Understanding of Theatre Recovery Nurse Role Ability to recognise deteriorating patients  Computer skills	Airway Management Skills  Ability to manage Theatre List  Pain management skills	A & I
Specific Job Requirements	Ability to work in a busy, fast paced environment		A & I

#### Key – how assessed

A = Application form	I = Interview
C = Copies of certificates	T= Test or exercise
P = Presentation	R = References

# JOB DESCRIPTION

## 1. JOB IDENTIFICATION

Job Title: Band 5 Perioperative Practitioner Recovery w-sur-rec-nur-4

Responsible to : **Clinical Leader (band 7)**

Department(s):Recovery

Directorate: **Anaesthetics & Theatres**

Operating Division: **West Lothian / St John`s Hospital**

Job Reference:

No of Job Holders:

Last Update (insert date):

## 2. JOB PURPOSE

To provide effective, patient focused peri-operative care with the support, guidance and direction of the Clinical Leader. To develop skills and competencies appropriate to a range of areas within the peri-operative environment.

The post holder has responsibility and accountability for maintaining both clinical and staff governance.

The postholder may be expected to participate in duty rosters consisting of day, late and night shift working, where required. Within some areas the postholder may be required to participate in on call rosters, which provide 24 hour cover over 7 days per week

## 3. DIMENSIONS

The post holder is not responsible for managing the budget but needs to be aware of the resources available and the need to work within the financial envelope.

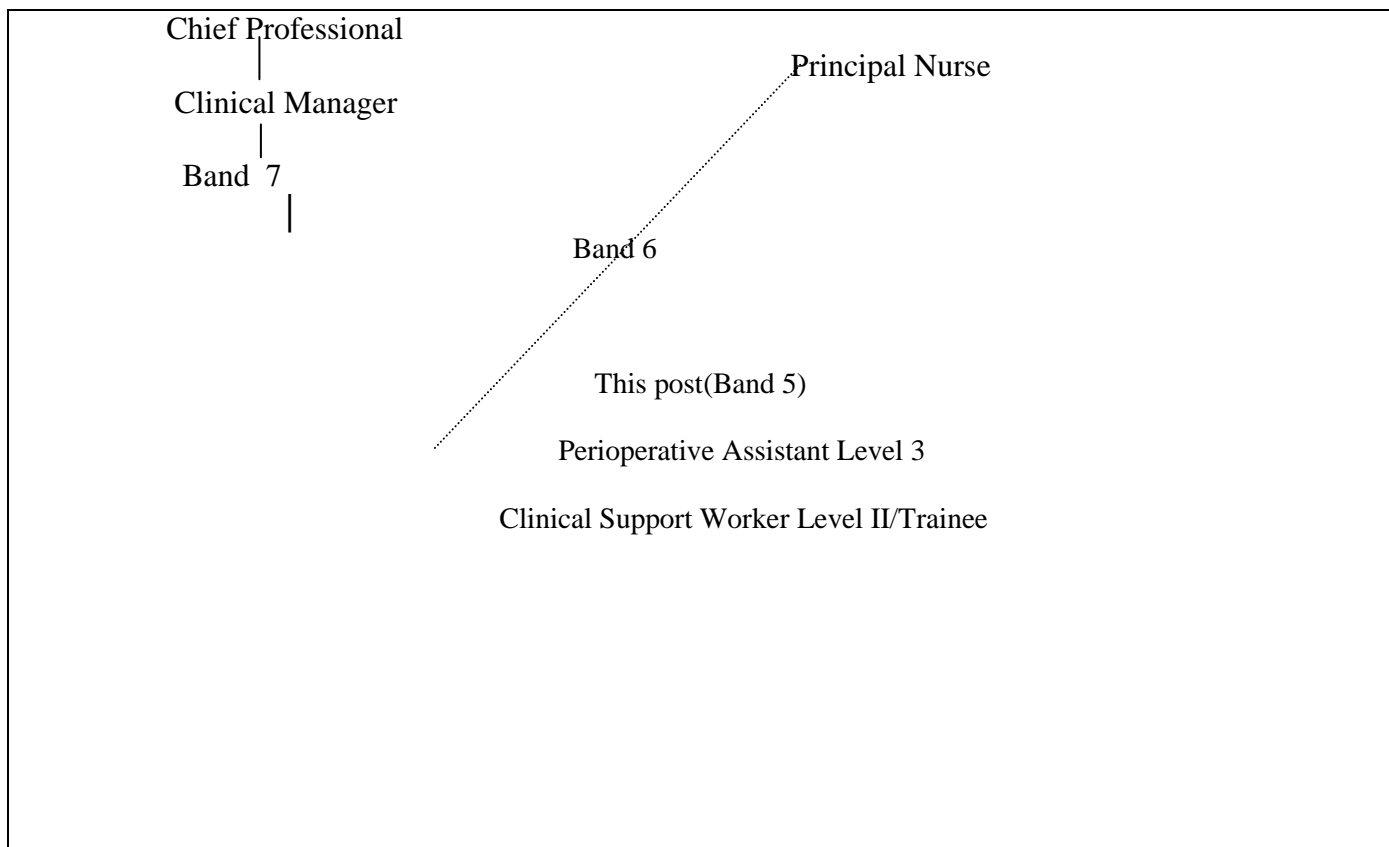
The post holder will have junior staff/learners reporting to them on patient care.

The post holder`s primary post will be within the Theatre and Anaesthetic Directorate of **St John`s Hospital**

## 4. ORGANISATIONAL POSITION – SURGICAL DIVISION

Directorate Manger

Director of Nursing



## 5. ROLE OF DEPARTMENT

To provide a high quality, safe and supportive environment in order to care for patients within a multi speciality Perioperative environment, meeting the identified physical and psycho-social needs.

## 6. KEY RESULT AREAS

All Key Result Areas will be achieved with the support, guidance and direction of the Clinical Leader

### PROFESSIONAL

- Practice at all times within the Nursing and Midwifery Council or Health Professional Council Code of Professional Conduct .
- Develop the role by using evidence-based practice and continuously improve own knowledge, following PREP guidelines.
- Responsible for the assessment of care needs and the development, implementation and evaluation of programmes of care for patients to ensure delivery of a high standard of care.

### CLINICAL

- Maintain effective communications with patients, relatives and other members of the multidisciplinary team to ensure that appropriate information is shared and patient needs are met.
- Work within the defined policies, procedures, standards and protocols of the Department, Directorate and Division and report outcomes to senior staff to enable monitoring of standards of

care

- Organise own workload with direction to ensure that the interests of patients/clients are met.
- Participate in clinical audit and research as required.
- Develop and maintain a sound knowledge base and practice relevant to the clinical setting.
- Develop skills in emergency care of the patient to assist in the recognition and response to clinical emergency
- Develop awareness of current decontamination and sterilisation procedures and develop skills in maintaining a clean environment and sterile field.

### **MANAGERIAL**

- Maintain departmental stock levels, through ordering of stores, ensuring the economic use of all resources.
- Lead, supervise and assess junior staff/learners ensuring competencies are met whilst providing care to patients.
- Supervise junior staff / learners and act as a source of advice to ensure their educational needs are met.
- Recognise importance of resolving complaints timeously and effectively at local level and escalate as appropriate.
- Ensure patients property and valuables that are received by the Department for safe keeping are secured and processed as division policy.
- Participate in orientation and appraisal of junior colleagues and learners.

### **EDUCATION**

- Demonstrate a commitment to personal continuing professional development and actively participate in professional personal development plans.
- Participate in teaching programmes, mentoring of junior colleagues and learners.

### **7a. EQUIPMENT AND MACHINERY**

Please see attached equipment list.

### **7b. SYSTEMS**

- Maintaining patient records – Through out the perioperative phase of the patient journey
- ORSOS – inputting theatre utilisation and patient information data

- DATIX / Incident forms – in putting information onto system
- Ordering & Stock Control within dept – supplies and pharmacy
- Telecommunications – bleep system, radiopage, telephones, emergency links

## **8. ASSIGNMENT AND REVIEW OF WORK**

The Post holders work is generated from the patients needs, the services within the division, legislation and performance indicators set by the Scottish Executive Health Department. The outcome of this will benefit the quality of the service to the patient.

The post holder will be responsible to the Clinical Lead who will provide clinical guidance, professional management, work review and formal appraisal of performance.

Workload will be assigned by the Clinical Lead or Deputy however the post holder will have responsibility for managing their defined workload within their professional body.

## **9. DECISIONS AND JUDGEMENTS**

Analysis and assessment of patient condition to establish the continuing care plan.

Be able to respond to unpredictable/ emergency situations by taking effective action.

Work within ones own limitations

## **10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**

Achieving a balance between the demands of direct patient care within existing resources in a complex multi speciality dynamic clinical area.

Maintaining up-to-date clinical skills and knowledge.

Addressing the equality and diversity needs of patients and staff.

Relationships with the multidisciplinary team due the dynamic complexity of the work/environment.

## **11. COMMUNICATIONS AND RELATIONSHIPS**

### Internal:

The post holder will be expected to communicate and liaise with the patient, relatives and the multidisciplinary team involved in the provision of care.

Communicate with Clinical Lead or Deputy regarding patient condition, workload issues and personal development.

Communicate with other relevant departments which will include, clinical ward areas, Radiology Departments, Physiotherapy, Blood Transfusion Service, Laboratory Service, Hospital Sterilisation and

Decontamination Unit , Estates, Supplies, Human Resources, Fire Officer, Infection Control, Education departments Health and Safety regarding issues in clinical area and personal development.

## **12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB**

### **Skills Physical**

- Working towards being competent and gaining the skills appropriate in following areas of Perioperative practice: Circulating, Recovery.
- Basic life support.
- Good manual dexterity
- Being able to react quickly in an emergency situation

### **Physical effort**

- Frequent moving & handling of conscious and unconscious patients, also equipment e.g. surgical trays, beds, operating tables etc
- Patient movement with use of manual handling aides to manoeuvre patients.
- Stand/walking for the majority of shift.
- Activities of daily living.
- Ergonomics.

### **Mental demands**

- Being able to concentrate for long periods of time
- Time management.
- Work towards developing leadership skills
- Work towards developing responsibility skills

### **Emotional demands**

- Maintaining an equilibrium of control in response to working within a high pressure area
- Dealing with emotional demands following perioperative death
- Dealing with emotional demands following neonatal abnormalities / death
- Communicating complex issues with the multidisciplinary team.
- Dealing with patient`s with severely challenging behaviour

### **Environmental and working conditions**

- Constant exposure to body fluids and rigid adherence to standard precautions
- Exposure to x-ray and the requirement to wear lead aprons for prolonged periods of time
- Exposure to radioactive isotopes
- Works within an enclosed environment with no natural daylight
- Being aware that in a high pressure environment there is the necessity of being exposed to “challenging behaviour” in reaction to stress.

## **13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB**

The postholder will require one of the following qualifications:

- First Level Registered Nurse/Enrolled Nurse – (adult/child )
- National Vocational Qualification/Scottish Vocational Qualification Level 3
- Diploma in Operating Department Practice
- City & Guilds 752 or an equivalent qualification

Previous experience is desirable but not essential

*N.B. All Operating Department Practitioners will require to be registered with the HPC prior to taking up employment with the Trust*

#### **14. JOB DESCRIPTION AGREEMENT**

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Date:

Head of Department Signature:

Date: