

Job Title	: Theatre Practitioner (SCRUB)
Department	: Orpington Elective Orthopedic Theatres
Care Group / Directorate	: Surgery, Theatres, Anesthetics & Endoscopy (STAE)
Band / Grade	: 5
Responsible to	: Theatre Coordinator
Accountable to	: Matron
Location	: Orpington Hospital

King's College Hospital NHS Foundation Trust is one of the UK's largest and busiest teaching Trusts with a turnover of c£1 billion, 1.5 million patient contacts a year and around 15,000 staff based across 5 main sites in South East London. The Trust provides a full range of local hospital services across its different sites, and specialist services from King's College Hospital (KCH) sites at Denmark Hill in Camberwell and at the Princess Royal University Hospital (PRUH) site in Bromley.

King's is committed to delivering Sustainable Healthcare for All via our Green Plan. In line with national Greener NHS ambitions, we have set net zero carbon targets of 2040 for our NHS Carbon Footprint and 2045 for our NHS Carbon Footprint Plus.

Our values at King's, are that we're a kind, respectful team;

Kind. We show compassion and understanding and bring a positive attitude to our work

Respectful. We promote equality, are inclusive and honest, speaking up when needed

Team. We support each other, communicate openly, and are reassuringly professional

The trust-wide strategy Strong Roots, Global Reach is our Vision to be BOLD, Brilliant people, Outstanding care, Leaders in Research, Innovation and Education, Diversity, Equality and Inclusion (EDI) at the heart of everything we do. By being person-centered, digitally-enabled, and focused on sustainability, we can take Team King's to another level

King's is dedicated to embracing the broad diversity of our staff, patients and communities and stand firmly against all forms of prejudice and discrimination. This includes, but is not limited to, racism, ableism, homophobia, biphobia, transphobia, sexism, ageism, religious discrimination, and any other prejudiced behavior that undermines the rights, wellbeing and identity of our staff, and patients.

As part of our commitment to EDI, we have five staff network groups that represent and advocate for staff:



Job summary:

- To be a safe and effective practitioner able to provide high quality care to patients.
- To work within the multi-disciplinary team to provide continuing care to patients in the department.
- To participate in the teaching and supervision of junior staff and student learners as required.
- To maintain own personal development with support

Particular emphasis is put at Kings on the need to ensure that all staff recognize their responsibility to deliver services in a high quality, courteous, patients' focused manner maintaining patient confidentiality at all times.

Main Duties and responsibilities - Clinical Practice:

- To deliver a high standard of evidence based care to a specified group of patients.
- To adhere to HCPC Standards of conduct, performance and ethics / NMC Code of Professional conduct at all times
- To maintain confidentiality at all times.
- To support patients, relatives, carers and friends and where appropriate involve them in the care of the patient.
- To be fully involved in the health education of patients and relatives, identifying each opportunity to promote a healthy lifestyle.
- To liaise effectively with all members of the multi-disciplinary team to ensure the relevant information regarding the patient's needs/condition are communicated to them (including handover), and that any instructions from them regarding the patient's care/condition are acted upon.
- To adhere to the Trust policy on valuing equality and diversity in the workplace, which incorporates the patients/visitors' and staff
- To acknowledge personal limitations in patient care and seek advice from senior staff members.
- To rotate to other clinical areas within the department as required or as identified as a personal development need in the appraisal process.
- To be involved with department audit
- To report adverse incidents which occur in the department as per policy and assist in the investigation of such incidences as necessary
- To maintain up to date and comprehensive records of care in accordance with NMC/HCPC, legal and Trust requirements
- To demonstrate effective communication and customer care skills with patients and their relatives/carers, thereby acting as a positive role model.

Education and Research

- To keep up to date with current research to promote evidence based practice within the clinical area.
- To participate in Trust and Division initiatives to develop nursing practice
- To assist in the teaching, supervision and practice development of junior colleagues and students
- To actively participate in the training process by demonstrating and directly supervising.
- To participate in research and audit within the department

Management

- To manage an agreed workload with support from colleagues and senior staff as appropriate.
- To exercise leadership where appropriate.
- To ensure all Trust and local policies, protocols and procedures are adhered to by self and colleagues at all times.
- To participate with the monitoring of standards of hygiene and cleanliness in the department and report as necessary.
- To work within and support the multi-disciplinary team.

- To share knowledge and skills developed with other members of the multi-disciplinary team.
- To ensure effective admission/discharge of patients to the department liaising with other hospital departments as appropriate.
- To maintain effective communication and professional relationships with all areas within the Division and with associated clinical areas in the Trust
- To observe personal responsibility for resource management
- To observe a general duty of care for the health, safety and well-being of self, work colleagues, visitors and patients within the hospital, in addition to any specific risk management associated with this post.

Personal professional development

- To ensure own clinical knowledge is kept up to date in respect to evidence based practice, NMC and Trust guidelines/protocols.
- To achieve a range of clinical competencies as required within the Trust and Division.
- To actively participate in team meetings.
- To actively participate in own performance appraisal as required by the Trust.
- To maintain your own personal and professional PREP/HCPC requirements, attending mandatory study sessions as required by the Trust.

People Management and Performance

- Participate in regular performance appraisal meetings and ensure each member of the team has a clear set of objectives and development plans.
- Identify talent and support the internal talent management process in order attract and retain and succession plan for your people.
- Ensure overall wellbeing of the team is maintained. Continuously support in improving the morale of the team and implementing a culture of zero-tolerance for bullying and harassment.

General

- The post holder has a general duty of care for their own health, safety and wellbeing and that of work colleagues, visitors and patients within the hospital, in addition to any specific risk management or clinical governance accountabilities associated with this post.
- To observe the rules, policies, procedures and standards of King's College Hospital NHS Foundation Trust together with all relevant statutory and professional obligations.
- We want to be an organisation where everyone shares a commitment to delivering the very best care and feels like their contribution is valuable and valued.
- At King's we are a kind, respectful and team:

Kind. We show compassion and understanding and bring a positive attitude to our work

Respectful. We promote equality, are inclusive and honest, speaking up when needed

Team. We support each other, communicate openly, and are reassuringly professional

- To observe and maintain strict confidentiality of personal information relating to patients and staff.
- To be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues.
- This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.
- All employees must hold an 'nhs.net' email account which will be the Trust's formal route for email communication.
- Everyone is responsible for promoting inclusion no matter their role or team. At King's, we want to create an environment where everyone feels valued, respected and welcomed.

Safe Guarding

The Trust takes the issues of Safeguarding Children, Adults and addressing Domestic Abuse very seriously. All employees have a responsibility to support the organization in our duties by;

- Attending mandatory training on safeguarding children and adults
- Familiarizing themselves with the Trust's processes for reporting concerns
- Reporting any safeguarding child or adult concerns appropriately

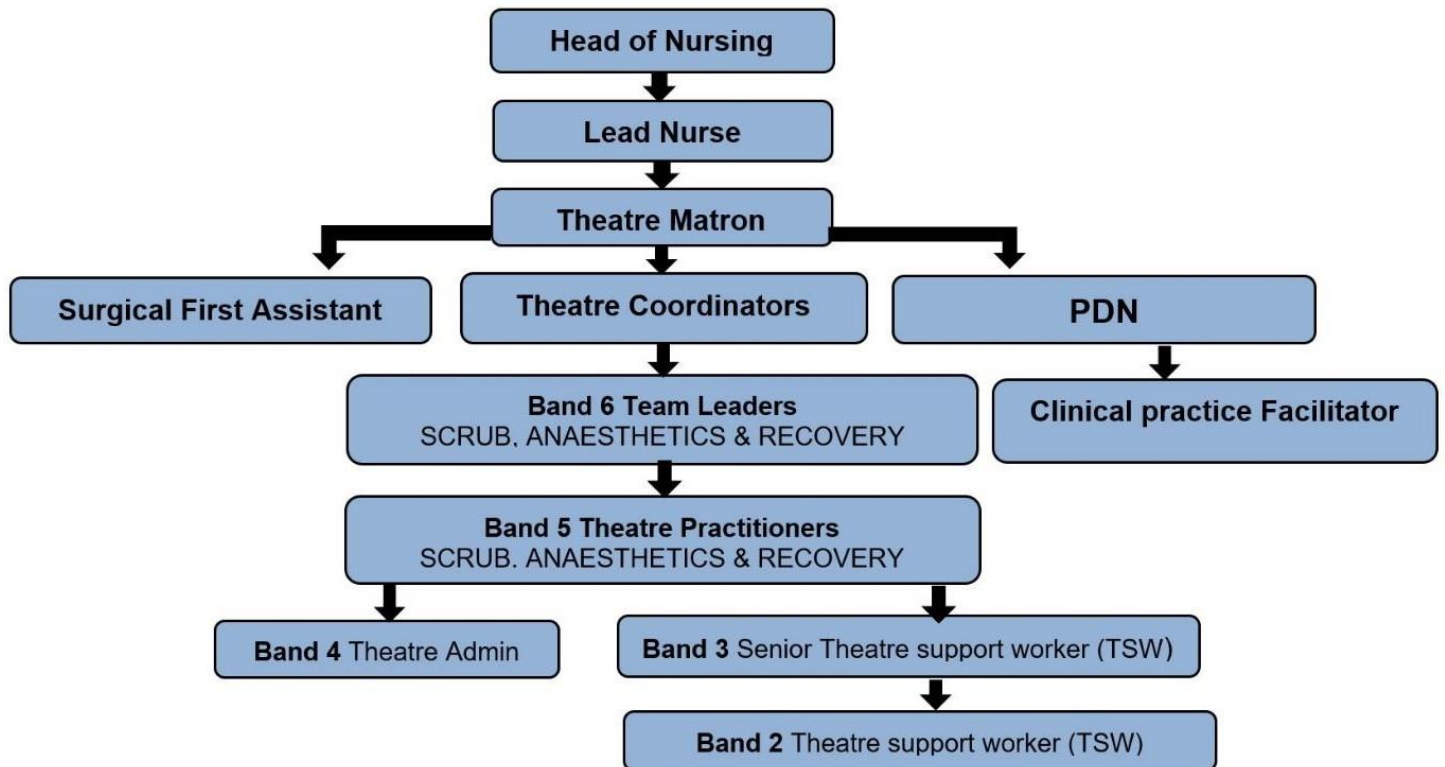
Infection Control Statement

The post holder has an important responsibility for and contribution to infection control and must be familiar with the infection control and hygiene procedures and requirements when in clinical areas.

The post holder has an important responsibility for and contribution to make to infection control and must be familiar with the infection control and hygiene requirements of this role.

These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.

Departmental Structure Chart



PERSON SPECIFICATION

Theatre Practitioner (SCRUB), Orpington Theatres – Band 5

	Essential	Desirable
Education and Qualifications		
1 st level Registered general Nurse (NMC Pin) or Registered Operating Department Practitioner	X	
Post-registration qualification/course appropriate to role.		X
Significant scrub experience.	X	
Educational Qualification (i.e. Mentorship)	X	
Relevant degree level studies		X
Knowledge and Experience		
Demonstrable clinical expertise, relevant to the area / sphere of responsibilities	X	
Demonstrable interest in and commitment to the professional development of others.	X	
Able to relate and communicate with patients and staff at all levels and from different professions. Adapts communication style as necessary and is able to work with and through others.	X	
Skills and Competencies		
Ability to organize and manage day-to-day departmental activities and the activities of large multidisciplinary team within this.	X	
Communication skills – able to relate and communicate with patients and staff at all levels and from different professions. Adapts communication style as necessary and is able to work with and through others.	X	
Enthusiasm for and belief in patient healthcare.	X	
Team building and working skills – able to lead a team to achieve results	X	
Problem solving skills – able to respond to unexpected issues and provide first line response and to identify appropriate sources of secondary support	X	
Computer literacy skills.		X
Ability to organize and manage day-to-day departmental activities within this role	X	
Customer focused – committed to ensuring a positive hospital experience for patients and their relatives/ carers.	X	
Flexibility – Able to adapt to ensure achievement of objectives within constantly changing situations and environments	X	
Prioritizes own workload, prioritizes workload of others, acts on own initiative and problem solving by utilizing resources available.	X	
Proven record in teaching/mentoring/supervising others		X
Effective interpersonal skills and ability to work cooperatively with other members of staff		X
Ability to lead a team to achieve results		X