



Eileanan Siar
Western Isles

A large, semi-transparent teal circle is centered on the page, containing the text 'Staff Nurse Theatre'. The background of the entire page is a photograph of a stone circle in a grassy field under a blue sky with scattered clouds. The image is overlaid with several overlapping geometric shapes in shades of teal and blue, creating a modern, layered design.

Staff Nurse Theatre

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Western Isles Health Board
The best at what we do



Job Advert



Western Isles Hospital, Macaulay Road, Stornoway, Isle of Lewis, HS1 2AF

Staff Nurse Theatre Band 5 £26,104 to £32,915 pro rata Plus £1,117 Distant Islands Allowance pro rata 20 Hours per Week Permanent Post

The above vacancy has arisen in the Western Isles Hospital Theatre Suite. We are seeking a motivated and enthusiastic person to join the Theatre team to support and assist in all aspects of Theatre and Endoscopy duties.

The successful applicant will be required to participate in an out of hours "on call" rota living within a 12 mile radius or be willing to stay in hospital residency when on call.

For further information regarding this post please contact Marina Macdonald or Christopher Martin on 01851 708104

The successful applicant will be required to register with the PVG Scheme (Protecting Vulnerable Groups Scheme). This post is not eligible for relocation expenses.

All NHS Western Isles vacancies appear on the NHS Scotland website: <https://apply.jobs.scot.nhs.uk/> along with a job description.

Any further queries please contact Tel: 01851 762027.

1. JOB IDENTIFICATION

Job Title: Staff Nurse Theatres

Department(s): Theatre

Job Holder Reference: 248

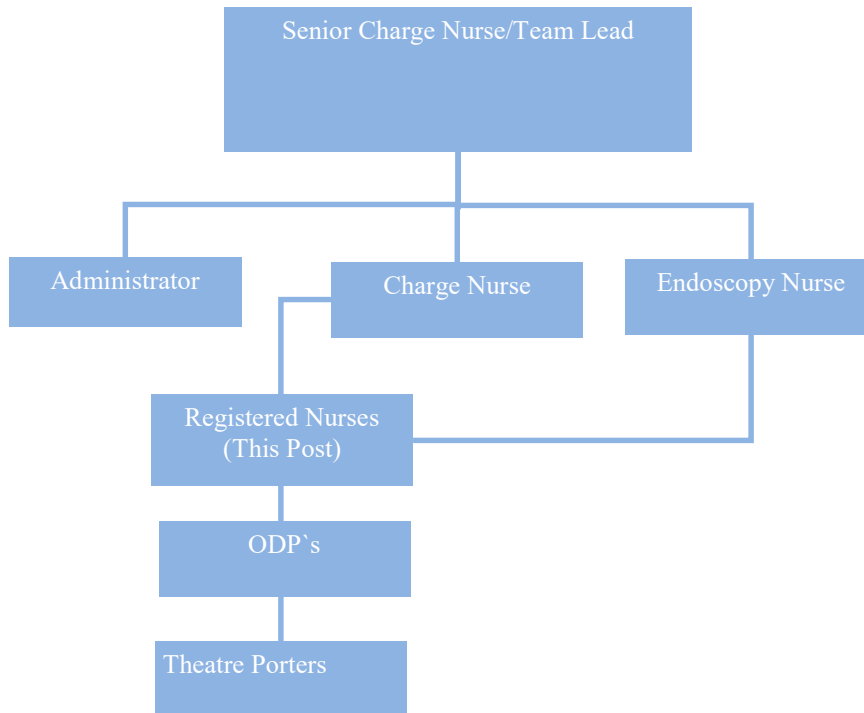
No of Job Holders:

2. PURPOSE

The theatre department caters for the following specialties, anesthesia, general surgery, gynecology, obstetrics, orthopedics, ophthalmology, urology, ENT, oral surgery and pain.

- As a member of the theatre team participate in the safe and effective delivery of patient centred care.
- To ensure safe and effective clinical practice for allocated patients within theatre sessions.
- To implement agreed local, national standards, guidelines and initiatives that support theatre practice.
- To supervise, mentor and act as preceptor to junior staff and students ensuring training and development is in place
- Acts as first assistant to the surgeon in the absence of a medical practitioner
- To participate in the out of hours on call rota
- To assist the SCN in monitoring work within the department and if occasionally the most senior on duty takes responsibility of the department in the absences of SCN or CN.
-

3. ORGANISATIONAL CHART



4. MAIN DUTIES AND RESPONSIBILITIES OF THE POST

Clinical

The post requires the holder to:

- Effectively participate in, and deliver safe pre, peri and post operative patient centred care.
- Postholder will be allocated to theatre sessions/patients on a daily basis by SCN and or Charge Nurses.
- Participate in the out of hours Theatre on call rota.
- Have the knowledge, skills and ability to interpret patient observations recognising anomalies in patients' condition and report to anaesthetist and surgeon

- Effectively and safely operate medical devices, eg infusion devices, diathermy machines taking appropriate steps to ensure patient and staff safety
- Interpret patient drug prescriptions in accordance with NMC guidelines and good practice statements/protocols ensuring that drug doses are safely calculated and drugs administered via the correct route
- Administer injections by IV or IM route
- Accurately carry out patient orientated risk assessments and then implement and evaluate specific interventions to manage identified risks.
- Collate all relevant patient information required and ensures such details are timeously transmitted
- Acts as a “first assistant” to the surgeon in the absence of a medical practitioner.
- Assess, plan, implement, and evaluate allocated patient care as a named nurse
- Be aware of the patients care plan and ensuring that the correct medical or nursing intervention is carried out on the correct patient and in accordance with the patients expressed needs
- Recover patients post operatively, monitoring the sedation, pain and nausea levels of patients ensuring that adequate medication is prescribed and administered. Delaying discharge from recovery if at all unhappy with patients’ condition.
- Acts as a floor nurse, that involves careful scrutiny of needles, swabs and instruments, management of specimens ensuring accuracy of documentation, ensuring the integrity of sterile supplies tracking items used and supporting the scrub team at all times.
- Acknowledge and respect patient confidentiality in line with the Data Protection Act, NMC Code of Professional Conduct and Western Isle Health Board polices
- Complete, create and amend patient data and details into, patients care plan, data forms, theatre register and sapphire theatre management system.
- Have In depth working knowledge of specialist theatre equipment and the ability to teach staff and troubleshoot to resolve operator problems
- Performs pre-op visits to asses and plan patient care giving advice that supports clinical decisions.
- High level of manual dexterity and coordination handling instruments and equipment that require assembly and disassembly.
- Completes neatly and accurately all patient documentation both written and electronic

- Participate actively in all initiatives to deliver patient safety (local and national).

Professional

The post requires the holder to:

- Work within the NMC code being accountable for own professional practice.
- Be aware and continuously monitor and update on issues affecting service delivery
- Act as team leader for allocated procedure lists within a given theatre room

Education and Research

The post requires the holder to:

- Implement policies, procedures and protocols relevant to the department
- Participate in, in house training to all staff and organise training sessions in the department
- Mentors to student nurses or preceptors for new starts and to ensure that induction programmes are implemented
- Always promote an environment that provides learning and growth through reflective practice
- Display teamworking qualities that promote an environment that empowers and inspires staff and recognizes the contributions the individual bring to the team
- Plan, implement and record information for theatre audit as and when required

Organisational

The post requires the holder to:

- Be receptive and proactive to change and manage the difficulties staff experience in relation to this.
- Create reports as required from IT systems
- Ensure an efficient, effective, flexible and responsive service.

Communication

The post requires the holder to:

- Communicate reassuringly with parents, carers and partners who may accompany patients to theatre.
- Be empathic and have reassurance skills to tactfully communicate with anxious patients of all age groups
- Communicate information to peers; line manager and multi disciplinary team any information which can affect patient care or the day to day functioning of the department.
- Participate in counseling and supporting colleagues
- Display a positive non-judgmental attitude to diverse cultures and facilitates different forms of communication. e.g. arranging interpreters etc
- Attend and participate in departmental and organisational meetings and if attending study days, on the behalf of the department disseminates information to all staff
- Participate in personal development profiles, and performance review.

Managerial

The post requires the holder to:

- In the occasional absence of the SCN/CN's efficiently organise the work, coordinating breaks and staff allocation and ensuring patient safety at all times and avoiding delays and inefficiencies.
- Plan, organise and deploy staff according to competencies and workload ensuring the department is adequately staffed when sickness and emergency on call deplete the scheduled roster acknowledging when lists may have to be restricted or cancelled.
- Participate in the recruitment process when required
- Authorize and collect controlled drugs and hold CD Keys
- Check stock levels and orders items from stores and pharmacy as required ensuring effective budgeting
- Ensures stock levels will provide for an efficient and economic delivery of service across a range of specialties.
- Maintain and check equipment reporting any faults

- Facilitate, monitor and be responsible for ensuring the standards of cleanliness and infection control in the department are maintained.

5. SUPPORTING EVIDENCE

Physical Demands

- May stand in the same spot for long periods when performing scrub nurse duties.
- Wears heavy lead aprons for protection against x-rays
- Required to manoeuvre heavy, delicate equipment such as theatre table, microscopes etc.
- Is on call for at least three sessions per week which result in disrupted sleeping patterns
- Pushes patients on trolleys

Mental Effort

- Is prepared for the eventuality of re-organising the theatre list in response to frequent changing clinical and departmental needs.
- Concentration required during surgery when acting as first assistant or scrub nurse.
- Vigilance required when checking in patients as ensuring a safe outcome based on the information provided and always being aware of the potential risks.
- Focused approach required when recovering patients post-operatively and when discharging patients from recovery in order to give accurate patient information and instructions to ward nurse.

Emotional Effort

- Occasional highly distressing circumstances can arise e.g. death
- May be occasionally required to attend termination of pregnancy though the right to exercise the conscience clause applies (NMC 2002)
- Exposed to traumatic injuries e.g. the result of road traffic accidents

Working Conditions

- Contact with body fluids on a constant daily basis
- Exposed to substances hazardous to health such as cleaning chemicals, formaldehyde and bone cement.
- Handle sharps several times a day.
- Is working alone on weekend late shifts and night duty

5. STANDARD ELEMENTS

Confidentiality

Comply with approved NHSWI Policies and Procedures.

COMPLY WITH NHSWI Communication Strategy and Media Strategy

This involves taking the necessary precautions when transmitting information only disclosing it to those who have the right and need to know it.

All personal health information is held under strict legal and ethical obligations of confidentiality. NHS Staff must follow guidance (NHS Code of Practice on Protecting Patient Confidentiality) before disclosing any patient information. All staff must respect confidentiality of all matters that they may learn relating to their employment, other members of staff, patients and their families.

Health and Safety:

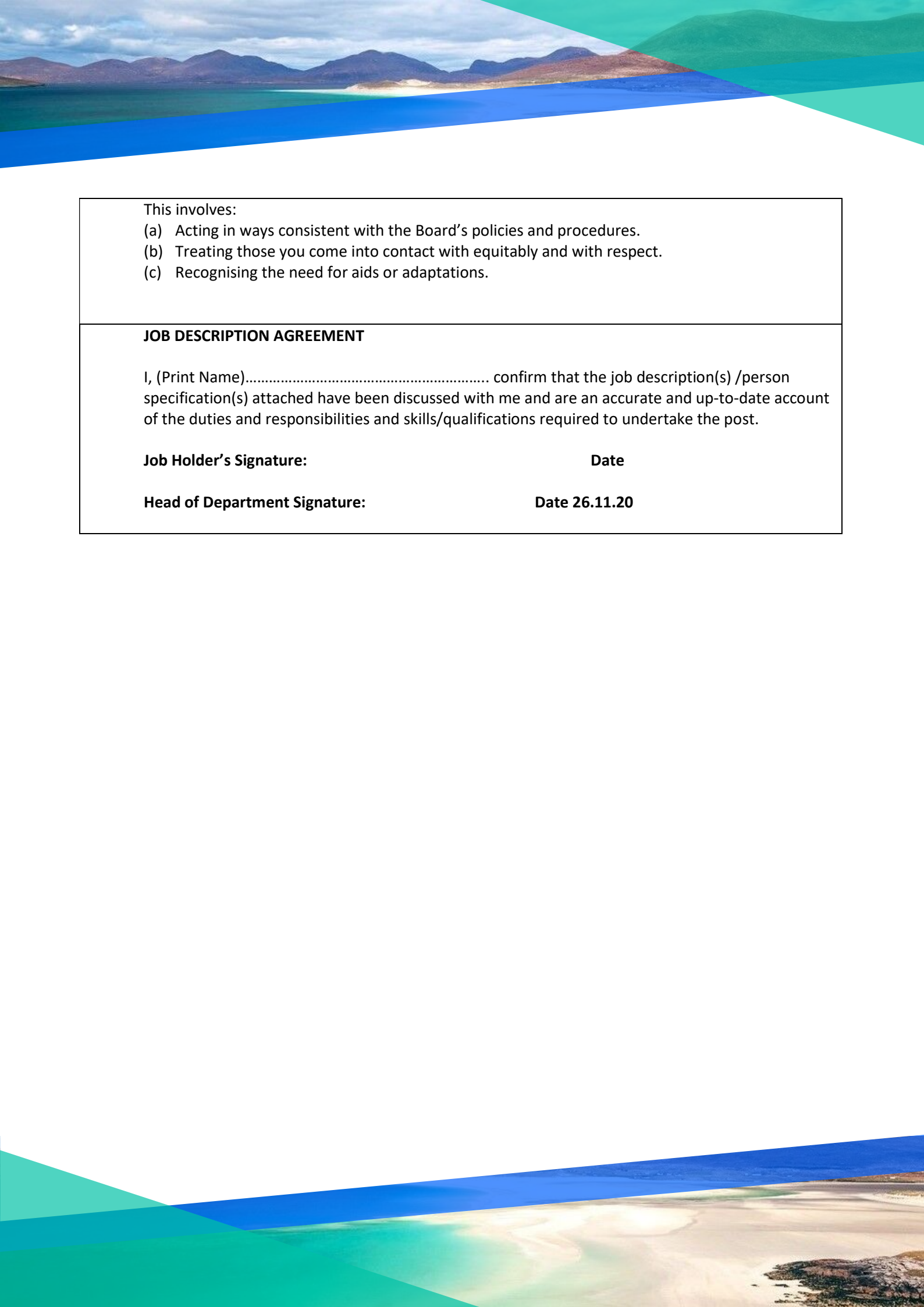
Assist in maintaining own and others' health, safety and security.

This involves:

- a) Complying with NHS Western Isles' health and safety policies, procedures and participating in mandatory training.
- b) Maintaining a safe working environment and reporting any issues of concern as appropriate.

NHS Western Isles attaches the greatest importance to the health and safety of its employees. It is the Board policy to do all that is reasonable to prevent personal injury and hazard to health by protecting staff and others including the public from foreseeable hazards compatible with the provision of proper services to patients. The Board expects its entire staff to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions at work. More detailed information is given in departmental safety policies where appropriate.

Ensure own actions Support equality, diversity and rights.



This involves:

- (a) Acting in ways consistent with the Board's policies and procedures.
- (b) Treating those you come into contact with equitably and with respect.
- (c) Recognising the need for aids or adaptations.

JOB DESCRIPTION AGREEMENT

I, (Print Name)..... confirm that the job description(s) /person specification(s) attached have been discussed with me and are an accurate and up-to-date account of the duties and responsibilities and skills/qualifications required to undertake the post.

Job Holder's Signature:

Date

Head of Department Signature:

Date 26.11.20

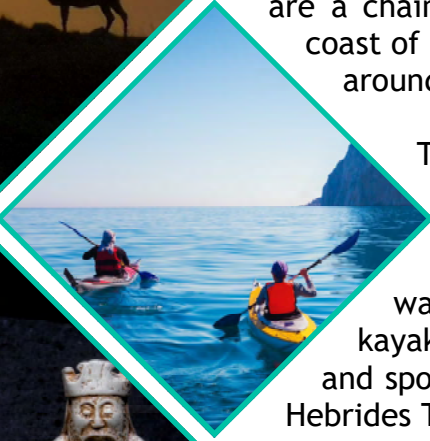
WESTERN ISLES - PERSON SPECIFICATION

Job Title: Staff Nurse, Theatres

FACTOR	ESSENTIAL	DESIRABLE
EXPERIENCE	Theatre pre and post registration knowledge. Mentorship role.	Previous Theatre experience
QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS	Registered Nurse Level 1 Evidence of continuing professional development	Nursing Degree Experience to perform the task of first assistant Infection control Champion
KNOWLEDGE AND SKILLS	Good communication skills Ability to plan and organize workload Good IT skills Good teaching skills Basic Life support Familiar with Informed Consent and Adults with Incapacity requirements	Current Immediate Life Support course certificate
DISPOSITION	Effective team participant Pleasant disposition	Sense of humour
OTHER	On call commitment to live within 12 mile radius or be prepared to stay in hospital residency when on call. Day/Night rotation and 7 day working is required of this post	Driving licence



The Western Isles, also known as the Outer Hebrides, are a chain of islands which lie 55km off the west coast of Scotland. The islands have a population of around twenty-seven thousand people.



Those who enjoy outdoor activities will find that the islands have a lot to offer. Outdoor pursuits such as horse riding, hiking, and fishing are popular, as are water sports such as canoeing, surfing, and kayaking. Further information about outdoor and sporting activities can be found on the Outer Hebrides Tourism Information website.



The local Council website provides information regarding schools, jobs, bus timetables, and opening times of the leisure centre.

The Board works in partnership with Hebridean Housing Partnership (HHP), which means that Key Worker Status will form part of their Housing Allocation Policy. For more information, please visit the HHP website.

If you have any specific queries regarding your move, please do not hesitate to contact your Line Manager, who will do their best to answer them.

Links

visitouterhebrides.co.uk
welovestornoway.com
hebrides-news.com
hebrideanhousing.co.uk
cne-siar.gov.uk

About NHS Western Isles

The Western Isles Health Board employs over one thousand members of staff, excluding GPs and Dentists. There are three main hospitals situated in the Western Isles:

Stornoway—Western Isles Hospital (Ospadal nan Eilean Siar)

Benbecula—Uist and Barra Hospital (Ospadal Uibhist agus Bharraigh)

Barra—St Brendan's Hospital

There are a number of GP and Dental Practices across the Western Isles. Community nursing services operate out of general practice premises and at community offices in key locations.

There are only two medical practices in Stornoway: the Broadbay Medical Practice on Francis Street (tel 01851 703588) and the Group Practice on Springfield Road (tel 01851 703145). Both have a pharmacy attached to the practice for the dispensing of prescriptions.

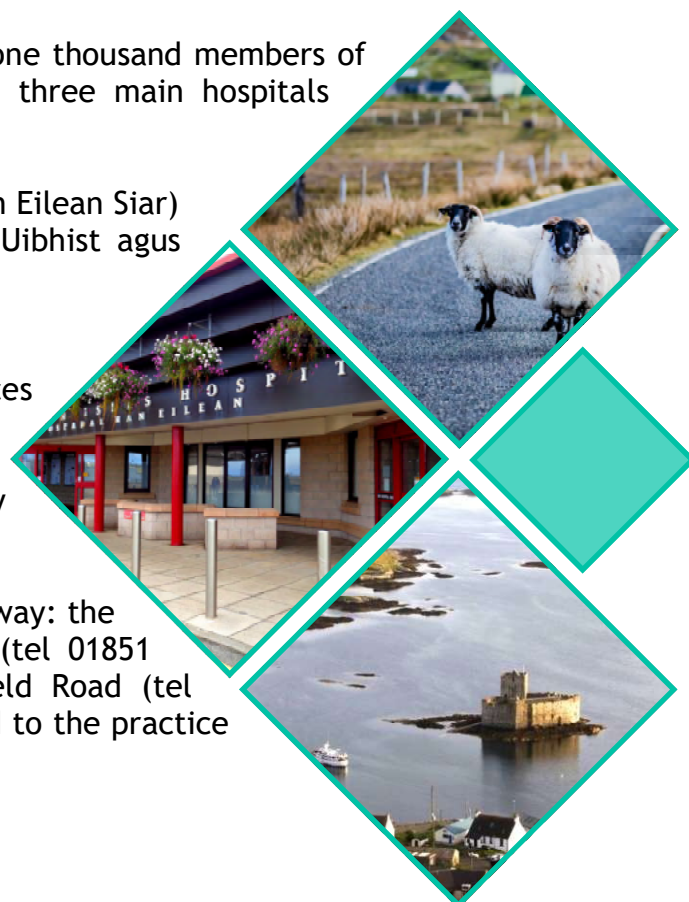
Web

wihb.scot.nhs.uk

The latest information about the Board's response to the COVID-19 pandemic can be found on the Board's dedicated website.

Web

coronavirus.wi.nhs.scot



Transport Information

The islands are accessible from mainland Scotland by ferry or by plane (please note that both services can be affected in the winter).

There are three airports on the Western Isles: Stornoway Airport, Benbecula Airport, and Barra Airport. The following destinations can be reached from these airports:

Stornoway Airport—Benbecula, Edinburgh, Glasgow, Inverness, Manchester

Benbecula Airport—Glasgow, Inverness, Stornoway

Barra Airport—Glasgow

All flights to and from the Western Isles are operated by Loganair.

If you live in the Highlands and Islands region of Scotland, you can apply for cheaper air travel through the Air Discount Scheme. Further information on the discounts available can be obtained via the Air Discount Scheme website.

There are nine ferry ports operating in the Western Isles. Routes run between the islands, as well as to and from the mainland. All routes are operated by Calmac. Further information on the individual routes, including timetables and prices, can be obtained via the Calmac website.



Links

Ferry Travel:
calmac.co.uk

Air Travel:
loganair.co.uk

Car Hire:
carhire-hebrides.co.uk
lewis-car-rental.com

Air Discount Scheme:
airdiscountscheme.com