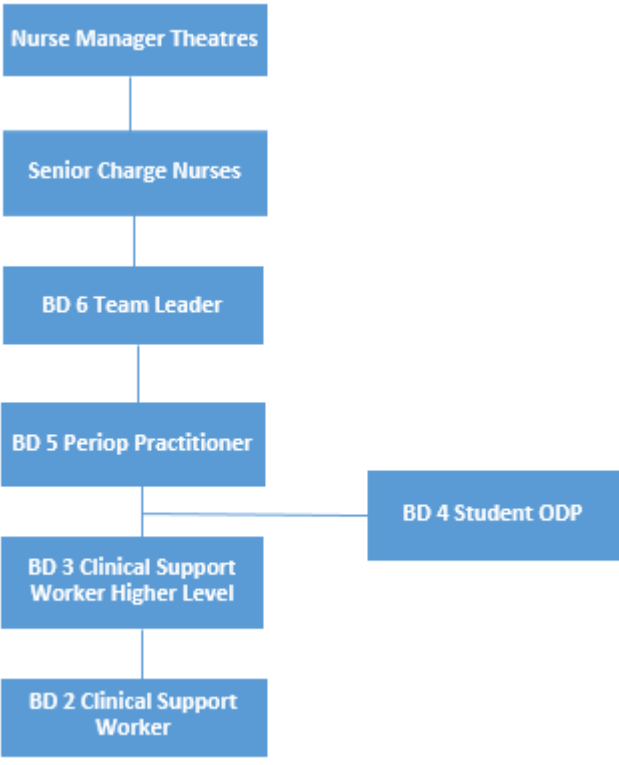


**NHS GRAMPIAN**

**JOB DESCRIPTION**

<b>1</b>	<p><b>Job Identification</b></p> <p><b>Job title:</b> Senior Healthcare Support Worker</p> <p><b>Department(s):</b> Main Theatre Suite</p> <p><b>Location:</b> Aberdeen Royal Infirmary</p> <p><b>Hours:</b> 37.5 hours per week</p> <p><b>Band / Salary:</b> Band 3 (£25,468 - £27,486 per annum)</p> <p><b>Contract:</b> Temporary / Secondment</p> <p><b>Job Reference:</b> CI158576</p>
<b>2</b>	<p><b>Job Purpose</b></p> <p>The Senior Healthcare Support Worker is part of the multidisciplinary team (MDT) delivering care to patients. This may be within a hospital, community or other setting. Support and supervision is always accessible.</p> <p>Records patient observations and will highlight any changes to the patient's condition e.g. loss of consciousness, increased pain, unpredictable behaviour.</p> <p>The post holder carries out a range of patient care tasks and duties to enable the team to provide an effective and efficient service.</p>
<b>3</b>	<p><b>Scope and Range of the Department</b></p> <p>The service consists of operating room suites and post anaesthetic care units. Specialist elective surgery is performed and the service provides 24 hr emergency and trauma surgery.</p> <p>The postholder is a member of a multidisciplinary team assisting registered perioperative practitioners to implement safe, efficient and effective person centred perioperative care. The incumbent is flexible and professional with the ability to respond to changing clinical scenarios. The incumbent is supportive and contributes to a safe person centred workplace.</p>

4	<p><b>Organisational Structure</b></p>  <pre> graph TD     A[Nurse Manager Theatres] --- B[Senior Charge Nurses]     B --- C[BD 6 Team Leader]     C --- D[BD 5 Periop Practitioner]     D --- E[BD 3 Clinical Support Worker Higher Level]     D --- F[BD 4 Student ODP]     E --- G[BD 2 Clinical Support Worker] </pre> <p>The diagram shows a vertical hierarchy of roles. At the top is the Nurse Manager Theatres, followed by Senior Charge Nurses, then the BD 6 Team Leader. Below the Team Leader is the BD 5 Periop Practitioner, who has a direct line to the BD 3 Clinical Support Worker Higher Level and a horizontal line to the BD 4 Student ODP. The BD 3 Clinical Support Worker Higher Level is connected to the BD 2 Clinical Support Worker at the bottom.</p>
5	<p><b>Main tasks, duties and responsibilities</b></p> <p><b>Patient care and clinical duties</b>  Works in a critical care, theatre (preop areas, operating rooms, anaesthetics, perfusion, post anaesthetic care unit and decontamination of reusable medical devices), emergency environment etc. and will demonstrate care and compassion to patients, carers, relatives and significant others to help ensure high quality person centred patient care is delivered at all times.</p> <p>Carry out a range of delegated patient care tasks e.g. arterial sampling, venepuncture, urinalysis, blood pressure, blood sugar analysis, patient observations, pregnancy testing, wound observation and dressings, removal of peripheral cannulas, central lines and catheters, stoma bag changing ensuring to report any relevant changes at all times, completing appropriate patient records, establishing and maintaining sterile fields, circulating competence, handling of specimens, positioning of patients on operating tables, measuring and recording blood loss etc.</p> <p>Will assess conditions e.g. deteriorating consciousness, increased agitation or distress, emergency escalations and human factors (non-technical skills) in operating rooms and report accordingly.</p>

	<p>Assists with transferring patients across a perioperative pathway e.g. between the Emergency Department, Intensive Care and Theatres, wards, x-ray, clinics etc.</p> <p>The post holder will demonstrate their own duties to new staff e.g. How to clean a bed space/operating theatre, how to order stores etc.</p> <p><b>Policies, procedures and standards</b>  Maintaining accurate, personally generated records e.g. fluid intake charts, patient observations (blood pressure, heart and respiration rate, temperature, urinalysis, collection of blood, blood loss calculations, decontamination of reusable medical devices, timeout, surgical counts, implantables, faecal occult blood etc.)</p> <p>To follow NHSG SOPs, policies, guidelines and procedures to ensure maintenance of safe working practices for patients and colleagues.</p> <p>They may be involved with discussions regarding updating these and any changes that may be proposed e.g. changing a local SOP like bed space cleaning or theatre counting procedures.</p> <p><b>Equipment and resources</b>  Maintaining stock demonstrating a good awareness of cost efficiency and safety e.g. ordering stores and high cost consumables under the direction of the surgical instrument team.</p> <p>Undertakes routine and regular checks on various equipment used by others e.g. patient hoists, blood sugar monitors, resuscitation equipment, defibrillators, and theatre equipment. They will check and clean bed spaces/operating rooms and ensure all relevant equipment is clean, in good working order and intact and reporting faults when necessary.</p> <p><b>Personal development and learning</b>  The post holder will always have supervision available if required. Along with the line manager giving protected time for this, they must ensure they are up to date with mandatory/statutory training.  Will complete i-matter survey when required.</p>
6	<p><b>Equipment, systems and machinery</b></p> <p>The post holder will use a range of equipment and resources e.g. Glucose monitors, blood gas machines, blood bank fridge, air warmers, flowtron machines, specialised beds, moving and handling equipment and specialised hoists, patient positioning pressure relieving aids, diathermy, robot, operating table, scope stacks, high cost consumable stacks etc.</p> <p>The post holder will have standard keyboard skills and ensure accurate documentation e.g. Trakcare, Datix, and Opera etc.</p>
7	<p><b>Decisions and judgements</b></p>

	<p>The post holder is accountable to their line manager or deputy for clinical guidance, professional management, work review and formal appraisal of performance.</p> <p>Will assess and report changes to patient's physical/psychological condition to the relevant supervisor e.g. deterioration in consciousness, increase in agitation, wound condition, alteration in blood pressure, heart rate, temperature, respiratory rate, and will instigate emergency care as necessary e.g. Cardio Pulmonary Resuscitation (CPR), violence and aggression procedures, theatre emergency call, massive bleeding protocol etc.</p> <p>Will organise and plan own allocated workload post team brief an against the theatre list. Takes guidance from WHO Safe Site Surgery and local NHS safety guidelines.</p> <p>Decide when to refer enquiries from patient, carers, relatives or significant others to line manager/deputy.</p>
<b>8</b>	<p><b>Communication and relationships</b></p> <p>The post holder will communicate with patients, while delivering care e.g. patients who have varying degrees of unconsciousness, suffered a major road traffic accident (RTA). They will also communicate with highly distressed relatives, carers and significant others e.g. regarding when they can visit etc.</p> <p>They will also communicate with other departments e.g. estates regarding outstanding repairs and CDU etc.</p> <p>They will regularly deal with barriers to understanding e.g. when English is not the person's first language, people with hearing difficulties, learning disabilities, cognitive impairment etc.</p>
<b>9</b>	<p><b>Physical skills, physical effort, mental, emotional and environmental demands of the job.</b></p> <p><b>Physical Skills</b> The post holder will have various physical skills e.g. venepuncture, restraint of patients, manipulating wheelchairs, manoeuvring patients, positioning on operating tables maintaining sterile field in restricted areas of the operating room etc.</p> <p><b>Physical Effort</b> The post holder will exert intense physical effort occasionally while holding the patient (without aids) into positions for lengthy periods (1-2hrs) e.g. assisting patients to be prone (a method of manoeuvring mechanically ventilated patients onto their stomach in order to increase their oxygenation), lumbar punctures, central/renal line insertion, or</p>

	<p>positioning on the operating table and during skin preparation and pneumatic tourniquet application etc.</p> <p><b>Mental Demands:</b> The post holder will require frequent concentration when assessing patients conditions e.g. wound conditions, and changes to the patient's observations (blood pressure, heart rate, respiratory rate, temperature, agitation etc.), specimen handling, or recording operating table blood loss with accuracy.</p> <p>Workload will be unpredictable e.g. emergency situations, requiring the post holder to use control and restraint, instigating CPR etc.</p> <p><b>Emotional Demands</b> The post holder will experience frequent exposure to distressing/emotional circumstances e.g. Brain Stem testing, patients who have been involved in a RTA, organ donation, estranged family members appearing, dealing with terminally ill patients, doing last offices etc. They will also regularly deal with challenging patients, family, carers, and significant others.</p> <p><b>Working Conditions</b> Frequent exposure to body fluids e.g. while carrying out bed bathing, doing last offices, urinalysis, wound dressings, venepuncture, obtaining samples e.g. sputum, stool, blood, urine. Maybe exposed to diathermy plume, orthopaedic cement vapours and contaminated sharps and instruments. There may experience exposure to physical aggression or confused patients.</p>
<p><b>10</b></p>	<p><b>Most challenging/difficult parts of the job</b></p> <p>Dealing with the challenging needs of the patients, families, carers and significant others. The postholder is adaptable to changing clinical and departmental scenarios. The postholder is required to work within a MDT which has changing and differing priorities causing inherent tension.</p>

**NHS GRAMPIAN**  
**PERSON SPECIFICATION**

The Person Specification should meet the demands of the job and comply with current legislation. Setting unnecessary standards may, for example, unfairly discriminate against one sex, the disabled or minority racial groups. Applicants should be assessed in relation to their ability to meet the real requirements of the job as laid down in the job description. Shortlisted candidates **MUST** possess all the essential components as detailed below.

POST/GRADE Senior Healthcare Support Worker

LOCATION/HOSPITALS Aberdeen Royal Infirmary

WARD/DEPARTMENT Main Theatre Suite

ATTRIBUTES	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	Good basic education. Pass in National standard English and arithmetic or equivalent. SVQ3 qualification or equivalent experience and knowledge.	
<b>Experience</b>	Previous care setting experience.	Acute hospital experience Previous theatre experience.
<b>Abilities</b>	Works well within a team. Good interpersonal and communication skills. Ability to work unsupervised.	Previous IT skills.
<b>Disposition</b>	Dependable with flexible attitude to work schedule. Good sense of humour. Caring attitude towards patients/relatives.	
<b>Physical Requirements</b>	Proven good attendance record. Ability to work under stressful situations. Ability to perform safe moving and handling of patients and equipment.	
<b>Particular Requirements of the Post</b>	Ability to work flexibly. Able to undertake night/ day duty rotation as required plus out of hours on call commitment.	

**MAJOR RISKS IN DOING THIS JOB**

*Please indicate the major risks the job holder could face in doing this job e.g. lifting patients/ objects, working with hazardous substances, dealing with violence and aggression.*

*Frequent moving and handling of patients/objects. Working with hazardous substances. Occasional/Frequent exposure to distressing circumstances, confused / aggressive patients. Exposure to bodily fluids and soiled linen.*

*If there are no major risks for the job holder please tick this box*