**NHS GRAMPIAN**

**JOB DESCRIPTION**

SECTION 1

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| **JOB IDENTIFICATION** |  |
| **Job Title:** | Senior Healthcare Support Worker |
| **Department(s):** | Elective Orthopaedic Theatres Woodend Hospital |
| **Location:** | Woodend Hospital |
| **Hours:** | 37.5 hours |
| **Grade:** | Band 3 |
| **Salary:** | £25,468 - £27,486 per annum |
| **Job Reference Number:** | 175593 |
| **Closing Date:** | 01 March 2024 |

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| **2** | **Job Purpose**  The Senior Healthcare Support Worker Higher Level 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.  Records patient observations and will highlight any changes to the patient’s condition e.g. loss of consciousness, increased pain, unpredictable behaviour.  The post holder carries out a range of patient care tasks and duties to enable the team to provide an effective and efficient service. |
| **3** | **Scope and Range of the Department**  The service consists of 6 operating room and 2 recovery rooms. Elective Orthopaedic and cold trauma surgery is performed and the service provides  The post holder 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. |
| **4** | **Organisational Structure** |
| **5** | **Main tasks, duties and responsibilities**  **Patient care and clinical duties**  Works in a critical care, theatre pre op areas, operating rooms, anaesthetics, recovery 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.  Carry out a range of delegated patient care tasks e.g. urinalysis, blood pressure, blood sugar analysis, patient observations, wound observation and dressings, removal of peripheral cannulas, 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, cell salvage etc.  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.  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.  **Policies, procedures and standards**  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, implantable.)  To follow NHSG SOPs, policies, guidelines and procedures to ensure maintenance of safe working practices for patients and colleagues.  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.  **Equipment and resources**  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.  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.  **Personal development and learning**  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. |
| **6** | **Equipment, systems and machinery**  The post holder will use a range of equipment and resources e.g. Glucose monitors, blood gas machines, air warmers, flowtron machines, specialised beds, moving and handling equipment, patient positioning pressure relieving aids, diathermy, robot, operating table, scope stacks, high cost consumable stacks etc.  The post holder will have standard keyboard skills and ensure accurate documentation e.g. Datix, and Opera etc. |
| **7** | **Decisions and judgements**  The post holder is accountable to their line manager or deputy for clinical guidance, professional management, work review and formal appraisal of performance.  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.  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.  Decide when to refer enquiries from patient, carers, relatives or significant others to line manager/deputy. |
| **8** | **Communication and relationships**  The post holder will communicate with patients, while delivering care. They will also communicate with highly distressed relatives, carers and significant others e.g. regarding when they can visit etc.  They will also communicate with other departments e.g. estates regarding outstanding repairs and CDU etc.  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. |
| **9** | **Physical skills, physical effort, mental, emotional and environmental demands of the job.**  **Physical Skills**  The post holder will have various physical skills e.g. manoeuvring patients, positioning on operating tables maintaining sterile field in restricted areas of the operating room etc.  **Physical Effort**  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 proned (a method of manoeuvring mechanically ventilated patients onto their stomach in order to increase their oxygenation), spinal/epidural, central/renal line insertion, or positioning on the operating table and during skin preparation and pneumatic tourniquet application etc. Mental Demands: The post holder will require frequent concentration when assessing patients conditions e.g. 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.  Workload will be unpredictable e.g. emergency situations, requiring the post holder to use control and restraint, instigating CPR etc. Emotional Demands The post holder will experience frequent exposure to distressing/emotional circumstances e.g. working with sarcoma patients that may have a challenging outcome.  **Working Conditions**  Frequent exposure to body fluids e.g. urinalysis, cell salvage 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. |
| **10** | **Most challenging/difficult parts of the job**  Dealing with the challenging needs of the patients, families, carers and significant others.  The post holder is adaptable to changing clinical and departmental scenarios.  The post holder is required to work within a MDT which has changing and differing priorities causing inherent tension. |
| **11** | **Knowledge, training and experience required**  Post holder will have a SVQ 3 qualification or equivalent experience and knowledge gained through on the job training, short courses etc. |

**Person Specification**

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| **POST REF NO:** | 145209 |  |
| **JOBTITLE/BAND:** | Senior Healthcare Support Worker– Band 3 |  |
| **LOCATION:** | Elective Orthopaedic Theatres Woodend Hospital |  |
| **HOURS:** | 37.5 hours |  |

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** | **METHOD OF EVALUATION** |
| **EXPERIENCE:** | Ability to work within a team | Previous experience in a health or social care environment | Application and Interview |
| **QUALIFICATIONS:**  (Training; Research; Publications) | Good standard of education in numeracy and literacy.  Willingness to undertake formal / informal development training |  | Application and Interview |
| **KNOWLEDGE & SKILLS:** | Good communication skills  Awareness of need to maintain confidentiality  II literate – ability to use computer based packages / willingness to undertake training. |  | Application and Interview |
| **PERSONAL QUALITIES:** | Flexibility to be able to work full range of shifts  Professional & conscientious  approach to work  Self-motivated in regards to personal development |  | Application and Interview |
| **OTHER:** | Travel between sites if required to support service provision |  | Application and Interview |