

Staff Nurse Theatre

SCAN ME



NHSWI website

Twitter
Facebook
Instagram
Web

@NHSWI
facebook.com/NHSWesternIsles
NHS Western Isles
wihb.scot.nhs.uk

Western Isles Health Board
The best at what we do

Job Advert



THEATRE SUITE Staff Nurse Theatre

Band 5 – £30,229 - £37,664 pro rata
Plus £1,279 Distant Islands Allowance pro rata
25 Hours per Week
Permanent Post

A vacancy has arisen in the Theatre Suite, Western Isles Hospital on the Island of Lewis in the Outer Hebrides of Scotland. This is an archipelago of islands of the west coast of Scotland offering dramatic landscapes with outstanding beauty, access to wildlife, outdoor pursuits and traditional culture and values. <https://www.visitscotland.com/destinations-maps/lewis-harris-stornoway/>

We are seeking a motivated and enthusiastic Staff nurse/Scrub nurse or return to practice nurse to join our theatre team. The post will provide varied experience and scrubbing opportunities to learn in, Elective General Surgery, Orthopaedics, Gynaecology, Ophthalmology, Obs & Gynae, Oral surgery, Urology, Endoscopy, Emergency Trauma and a Named Nurse role.

Working hours will be shiftwork (early/late) Monday-Sunday and the successful applicant will be required to participate in an out-of-hours "on call" rota, living within a 11-mile radius or being prepared to stay in residency when on call.

We are very much patient focussed and there is a great team spirit within our small department.

Applicants should be able to demonstrate strong interpersonal skills with a flexible team-orientated approach.

For further information please contact Lesley Sangster, Senior Charge Nurse, Theatre, on 01851 704704 ext. 2114.

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

Tha beàrnan-obrach NHS Eilean Siar uile gu léir a' nochdadh air làrach-lìn NHS na h-Alba <https://apply.jobs.scot.nhs.uk/> còmhla ri dealbh-obrach.

1. JOB IDENTIFICATION

Job Title:	Staff Nurse
Responsible to (insert job title):	Senior Charge Nurse/Charge Nurse Theatres
Department(s):	Theatre Department
Directorate:	
Operating Division:	
Job Reference:	
No of Job Holders:	1
Last Update (insert date):	

2. JOB PURPOSE

As part of a multidisciplinary team the post holder will have responsibility for assessment of care needs and ensuring the delivery of high quality care to patients. The post holder will contribute to the continuing development of clinical practice. In the absence of the Senior Charge Nurse/Charge Nurse the post holder will provide cover to ensure effective operation of the perioperative environment and ensure that standards of practice are maintained and staff deliver safe and effective care within their scope of practice. The theatre department caters for the following specialties, anaesthesia, general surgery, gynecology, obstetrics, orthopedics, ophthalmology, urology, 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.

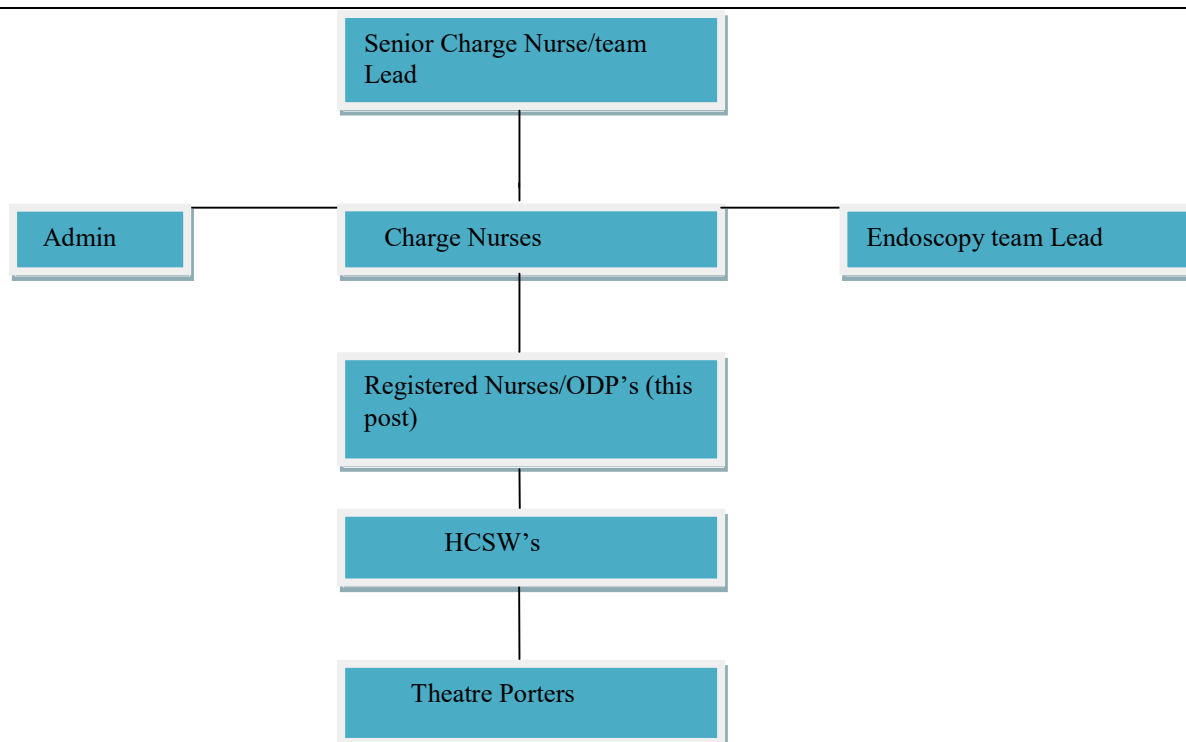
N.B In the event of NHS Scotland being placed on an ‘Emergency Footing’ and or NHSWI declaring a ‘Major Incident’, or similar critical service demand, the role will be subject to change based on the exigencies of the service and post holder competence.

3. DIMENSIONS

NHS Western Isles has two theatre suites, both of which are located on the ground floor within the Western Isles Hospital. The endoscopy suite is located within the Day Surgery unit on the first floor and there is Endoscopy decontamination also within the theatre suite.

- Assess the short and long term needs of the area and make plans to achieve them
- Establish a good working environment in which patients receive a high standard of care

4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

The Theatre department sits within the Surgical Services provided by NHS Western Isles.

To provide specialist care for adults/children undergoing elective surgery in the following specialties.

- General
- Orthopaedics
- Urology
- Ophthalmology
- Obs & Gynae
- Dental
- Bowel Screening and therapeutic endoscopy procedures
- The department also provides a 24 hour service for emergencies/trauma
- To have the responsibility for setting the standards for nursing practice and care that involves the multidisciplinary team in achieving the health and well being of the people in the Western Isles.
- To establish a good working environment in which patients receive a high standard of care through knowledge and experience

Environments of care

Operating department - theatre reception, Anaesthetic rooms, theatres and Recovery

Day surgery unit

HDU/A/E

6. KEY RESULT AREAS

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).
- Ability to establish and maintain effective communication with individuals and groups about difficult or complex matters to overcome any problems in communication and to ensure that appropriate information is shared and patient needs are met
- 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.
- 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.

Professional

- Work within an ethical and legal framework utilizing the NMC/HPC codes of professional conduct, defined policies, procedures, standards and protocols of the department, organization and NHS Western Isles to promote safe and effective evidence based practice and contribute to quality improvement, being

accountable for own professional practice.

- Be aware and continuously monitor and update on issues affecting service delivery
- In the absence of the SCN/CN, ensure coordination of the operating department and supervision of standards of care, including work allocation, deployment and supervision of staff etc, to ensure smooth running of theatres/endoscopy room.

Education and Research

- 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
- Contribute to discussion, debate and influence change in practice

Organisational

- 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
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

- 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.
- Participate in the recruitment process when required

7a. EQUIPMENT AND MACHINERY

The post holder is expected to have the knowledge and skills necessary to use all equipment in the area in line with local policies and procedures. Examples of equipment and machinery used within the perioperative environment –

Moving and Handling

- Patient transfer slides/boards
- Operating table and heavy (>15kg) attachments
- Instrument Sets
- Anaesthetic Machines
- Patient trolleys
- Video stacking systems
- Specific specialised equipment Patient testing

Patient testing

- Blood pressure monitoring
- Blood glucose monitoring
- Oxygen saturation monitoring
- Electro Cardiogram monitoring

- Anaesthetic machine
- Electro surgical unit
- Patient warming devices
- Haemacue Monitoring Medical Devices

Medical devices

- Defibrillator
- Diathermy machine
- Endoscopy devices
- Tourniquet machines
- Syringe drivers/PCA pumps
- Anaesthetic equipment and sundries
- Infusion pumps
- Intubating bronchoscopes
- Blood/fluid warmers
- Operating tables Treatments

Treatments

- Oxygen therapy
- Control of post operative nausea & vomiting
- Nebulisers
- Post operative/procedure airway management

7b. SYSTEMS

The post holder is expected to have the knowledge and skills necessary to use all equipment

in the area in line with local policies and procedures.

* Online incident reporting (Datix)

- PECOS
 - Nexus theatre management system Moving and handling
- Microsoft Teams


8. ASSIGNMENT AND REVIEW OF WORK

- Workload will be generated by the capacity, demand and scheduling of Theatre lists
- Ability to manage the clinical areas affectively
- The post holder will be part of the Theatre team and directly managed by the Theatre SCN/CN and review of work is through annual appraisal.


9. DECISIONS AND JUDGEMENTS

The post requires the holder to:

- Work within an ethical and legal framework utilizing the NMC/HPC codes of professional conduct, defined policies, procedures, standards and protocols of the department, organization and NHS Western Isles to promote safe and effective evidence based practice and contribute to quality improvement, being accountable for own professional practice.
- Ability to adapt to changing circumstances/demands of the theatre environment and react appropriately
- Be aware and continuously monitor and update on issues affecting service delivery

- 
- In the absence of the SCN/CN, ensure coordination of the operating department and supervision of standards of care, including work allocation, deployment and supervision of staff etc, to ensure smooth running of theatres/endoscopy room.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Undertaking a physically, mentally and emotionally demanding job whilst at the same time taking care to safeguard own health and safety as well as those of colleagues and patients.
 - Maintain high standards of patient care within defined resources.
 - Working with patients who may be distressed, anxious, or terminally ill or have cognitive impairment and communication problems.
 - Maintaining skills and knowledge level in core competencies required for role.
- 

11. COMMUNICATIONS AND RELATIONSHIPS

The post requires the holder to:

Communicate continuously on routine, difficult, complex and highly sensitive matters with a wide range of health care workers, patients, families and other relevant departments utilising a wide range of media such as IT, telephone, verbal and written communications.

Overcome any difficulties in communication with people involved such as language barriers, learning difficulties, clinical conditions e.g. stroke and effectively manages complaints and incidents. Uses motivational, reassurance, emphatic and negotiating skills.

Establish and maintain relationships based on mutual respect communicating on a regular basis with patients, multidisciplinary team and external agencies involved in the provision of care.

- 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.

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

Physical Demands

- Manoeuvring of unconscious patient with use of mechanical aides
- Wearing of heavy lead aprons for prolonged periods of time for protection against x-rays
- Required to manoeuvre heavy, delicate equipment such as theatre table, microscopes etc.
- Weekly On call commitment
- Pulling and Pushing patients on trolleys, beds and theatre tables.
- Standing for long periods of time.
- Throughout shift maintain high standards of cleanliness and safety in all areas of the perioperative environment on a continual basis.
- Wearing of PPE compromising personal comfort e.g lead apron, surgical masks, surgical gown, surgical gloves, protective eye wear.

Mental Effort

- Is prepared for the eventuality of re-organising the theatre list in response to changing clinical and departmental needs.
- Concentration required before (check equipment, check patient, check consent), dealing with new equipment, check drug doses, always being aware of the potential risks.
- Concentration required due to unpredictable work pattern e.g. reallocation of the workload, change in theatre lists, this can happen every shift.
- Change or deterioration in patient condition may require changing plan of care immediately.
- 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

- Communication with distressed/anxious/worried patients/carers due anxiety about anaesthetic, uncertain diagnosis, recovery.
- Caring for terminally ill, trauma patients, and those undergoing life changing surgeries..
- Occasionally dealing with sudden, traumatic death within the theatre environment.
- Maintaining consistent professional behavior in unpredictable and stressful situations e.g conflict resolution/staffing crisis/patients and relatives.

Working Conditions

- Exposure to unpleasant working conditions: dirty sharps, diathermy plume, soiled, bloody linen, body fluids, noise, fluid/blood splashes, blood borne diseases, stressful environment.
- Exposed to substances hazardous to health such as cleaning chemicals, formaldehyde and bone cement
- Handle sharps several times a day.
- Weekly On call rota and working alone on weekend late shifts and night duty.
- Shift pattern: Early/late
- Extremes of temperature/restricted natural light
- Working in isolated areas

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

The post holder is required to

- You must be registered on Sub-part 1: RN1 or RNA or Sub-part 2: RN2 of the NMC register.
- Evidence of ongoing professional; development through post-registration courses, or the equivalent level of knowledge.
- Ideally should have post-basic qualification in operating department practice or the equivalent level of knowledge demonstrated through a portfolio of evidence.
- Ability to work using own initiative as part of a multiprofessional team.
- Acquire knowledge specific to the management of patients across a broad range of perioperative procedures/techniques underpinned by theoretical knowledge or relevant practical experience

Up to date with mandatory training:

- Basic Life Support (yearly).
- Moving and Handling (yearly).
- Fire training (yearly).

Can demonstrate the following:

- Evidence of leadership skills.
- Sound decision making skills.
- Ability to participate in the delivery of teaching sessions and presentations.
- The ability to teach and supervise students and have experience in mentorship.
- Well developed written and verbal communication skills.
- Team working skills.
- Communication and interpersonal skills.
- IT skills.
- Ability to use own initiative.
- Use of audit and data collection to drive change and improvement
- Motivation.

14. STANDARD ELEMENTS

STANDARD ELEMENTS

Confidentiality

Comply with all 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 Board 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.

15. 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:

Head of Department Signature:

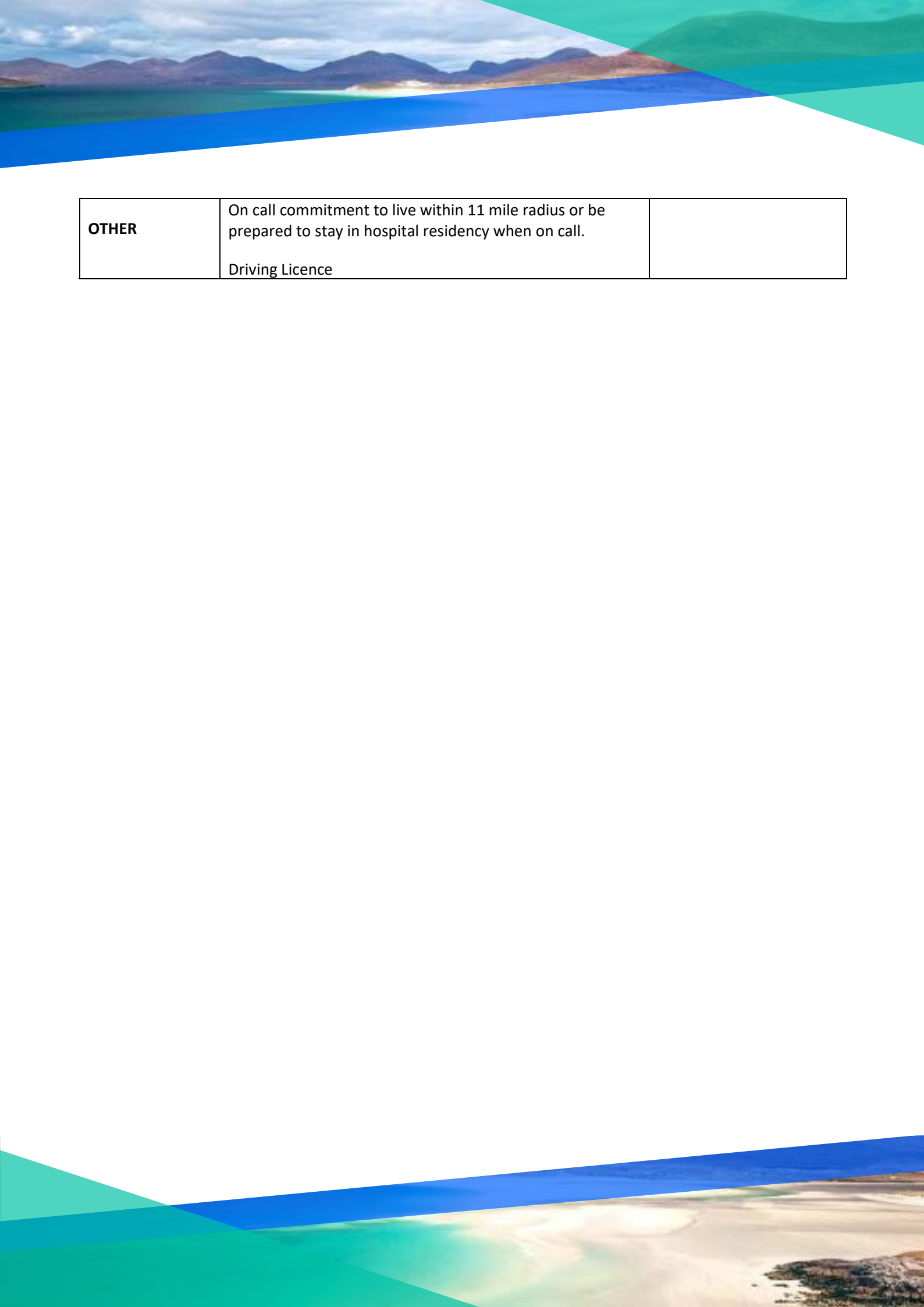
Date:

Date:28.07.2022

WESTERN ISLES - PERSON SPECIFICATION

Job Title: Staff Nurse/Scrub Nurse/RTP Nurse Theatres

FACTOR	ESSENTIAL	DESIRABLE
EXPERIENCE	<p>Previous exposure to a theatre environment – at least 1yrs post registration experience</p> <p>Mentorship role.</p>	<p>IV drug certificate</p> <p>Ability to use pre-registration experience to demonstrate understanding of the theatre setting</p> <p>Desire to work within a Peri-operative theatre setting</p>
QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS	<p>Registered Nurse Sub-part 1: RN1 OR RNA OR Sub-part 2: RN2 of the NMC register or/Diploma</p> <p>Evidence of continuing professional development</p>	<p>Staff nurse</p>
KNOWLEDGE AND SKILLS	<p>Excellent written and verbal communication skills</p> <p>Effective team working skills and Ability to plan and organize workload</p> <p>Good IT skills</p> <p>Good teaching skills</p> <p>Adult Life support</p> <p>Familiar with Informed Consent and Adults with Incapacity requirements</p> <p>Evidence of self development within specialty</p> <p>Reflective of practice</p>	<p>Current Immediate Life Support course certificate</p>
PERSONAL QUALITIES	<p>Effective team participant</p> <p>Professional and conscientious approach to work</p> <p>Pleasant disposition</p>	<p>Sense of humour</p>



OTHER	On call commitment to live within 11 mile radius or be prepared to stay in hospital residency when on call. Driving Licence	
--------------	--	--

A Place to Live

The quality of life in the Western Isles, particularly for those with families, is outstanding: a safe space to bring up children, stress-free commutes with jaw-dropping views, and the opportunity to stroll along our pristine beaches or explore our dramatic scenery on your days off.

Community spirit is at the heart of the Western Isles. It is close-knit and welcoming, residents are proud of the place where they live and are keen to support young and old. The islands have a strong cultural identity stemming from their distinctive history.

Although the islands are remote, you can still keep connected with the wider world. There are frequent transport links to the mainland via ferries and three island airports – Barra, Benbecula, and Stornoway. The Air Discount Scheme (cheaper flights for islanders) and Road Equivalent Tariff (subsidised ferry fares) ensure transport is affordable. High-speed internet is widely available and allows islanders to stay connected globally.

Local Primary and Secondary Schools provide high quality education with the opportunity to learn through the Gaelic language. There is a network of excellent sport and leisure facilities in the Western Isles with annual cultural festivals and venues with live entertainment.

Key worker housing can be applied for through Hebridean Housing Partnership.

Useful Information

cne-siar.gov.uk Comhairle nan Eilean Siar (Western Isles Council - for more information on Schools, leisure and culture)
visitouterhebrides.co.uk (for more information on our islands and what to see and do)

A Place to Work

NHS Western Isles employs over 1000 staff over a number of sites, including:

- Ospadal nan Eilean Siar (Western Isles Hospital), Stornoway
- Ospadal Uibhist agus Bharraigh (Uist and Barra Hospital), Benbecula
- St Brendan's Hospital, Barra
- A number of GP and Dental Practices across the island chain
- A variety of community-based health services

Being part of a smaller team with a flat management structure provides the opportunity to widen your experience and be involved in a range of planning and decision-making that you might not otherwise experience in a larger setting. Our patients are our community, and there is opportunity to contribute to multi-disciplinary and holistic care to patients and families across healthcare settings.

Support and development are central to NHS Western Isles' ethos, and this involves working in partnership with the University of the Highlands and Islands, NHS Education for Scotland, and other higher education institutions. Our Professional Practice and Learning team will support and advise you on your learning journey. Many opportunities can now be accessed remotely through online learning. Regular clinical training is available and scenario-based learning is available in our recently-installed sim lab.

The Western Isles has a range of employment opportunities in the public and private sector for those that are relocating as a family. Please contact us and we can direct you to vacancies that might be suitable.

All staff are valued equally and we welcome and encourage those from diverse backgrounds to come and work for us.



NHS WESTERN ISLES BENEFITS

Pay

The NHS pay system is known as Agenda for Change (AfC) which applies to all staff excluding medical, dental and executive level managers.

The benefits include a standard working week of 37.5 hours, with pay enhancements to reward weekends, nights and overtime working. This ranges from time plus 88% to time plus 30% depending on your pay band and shifts you work.

Distant Islands Allowance is paid to all staff who live in the Western Isles. This is currently £1,279 per year.

Annual Leave

Annual leave entitlement is 27 working days, rising to 29 working days after 5 years' service and 33 days after 10 years' service. In addition to this, you are entitled to 8 statutory public holidays every year.

Work-life balance

We understand that balancing work and home commitments can sometimes be difficult.

Our policies offer:

- Flexible working including home working
- Paid parental leave
- Paid carer leave
- Paid bereavement leave
- Occupational sick pay scheme

Wellbeing

We recognise that your mental and physical wellbeing is important and we aim to support you in the workplace.

We have a 24-hour confidential helpline to support you and your family through any of life's issues or problems. This includes counselling, family issues, bereavement, financial wellbeing, relationship advice, legal information and more.

NHS Pension Scheme

All new employees will automatically be enrolled in the NHS Pension Scheme, or if you are an existing member your membership will continue.

Key features

- Benefits accrued on a Career Average Revalued Earnings (CARE) basis.
- Normal pension age the same as your State Pension Age.
- Pension accrual rate of 1/54th of pensionable earnings each year.
- Valuable death benefits for your dependents.
- Option to take part of your pension and continue working.

Further information on the benefits of the scheme, can be found at sppa.gov.uk.

Travel & Transport

We participate in the Cycle to Work scheme, enabling you the opportunity to buy a bike tax-free.

Those who need to travel a lot for work will be eligible for a leased car.

Right to Work in the United Kingdom

We will support those that are eligible for a certificate of sponsorship to apply for a work visa. Candidates who require a Certificate of Sponsorship can access further information on the UK Border Agency's new points based system that now governs the way individuals from outside the EEA can work in the UK at bia.homeoffice.gov.uk.

