

Job Description

Post	Robotic Theatre Lead
Band	Band 6
Department	Main Theatres
Responsible to	Theatre Manager
Professionally Accountable to	Director of Nursing, Midwifery & AHP
Date evaluated	February 2024

Job Summary

The post holder will proactively lead a team working within the Main Theatre department Robotic theatre, offering support and training, whilst being an active member of the Trust wide theatre team. They will be expected to demonstrate enthusiasm to help create a safe patient and an effective learning environment. This post will demand a commitment to providing flexible shift cover and out of hours working on a regular basis.

Key Working Relationships

Theatre management
 Theatre matrons
 Theatre practitioners
 Recovery practitioners
 Theatre support workers
 Theatre porters
 Doctors- all levels



Compassion



Accountability



Respect



Integrity



Courage

Organisational Structure

Surgical Division



Theatres and Critical Care Directorate



Main Theatres Band 7 Management/Leadership Team



Main Duties and Responsibilities

- ❖ Act as a role model to all members of the team.
- ❖ Ensure the delivery of the highest standard of patient care, assisting the surgeon in robotic procedures by maintaining a clear and safe surgical field.
- ❖ Facilitate junior members of the team with their CPD, setting goals, facilitating training opportunities, and mentoring as appropriate.
- ❖ Provide a high standard of care as set out in Theatre Standards and Trust guidelines.
- ❖ Ensure accurate completion of theatre records, documentation and care plans.
- ❖ Assess the immediate and ongoing needs of the patient develop an individualised plan of care, in discussion with the patient and their carer or significant others as appropriate.
- ❖ Develop research-based practice, quality assurance in line with the Care Standards Act 2000 and clinical audit.
- ❖ Make decisions as to the most appropriate method of care for the patients, where a variety of options need to be considered as to the most suitable plan of care.

- ❖ Take responsibility for the availability of surgical equipment from SSD or when it is processed off site.
- ❖ Adhere to appropriate safety precautions, as established within the theatres/Clinic to minimize the risks of fire, explosion, electrical shock, contamination, accident and equipment malfunction.
- ❖ Communicate regularly with other members of the multi-disciplinary team.
- ❖ Contribute to and participate in the development of a culture of commitment to innovation and quality improvement using research and audit.
- ❖ Assist in the monitoring and maintenance of equipment used in the department and report any faults that occur to the appropriate person.
- ❖ Assist in cleaning schedules, facilitating an agreed level of cleanliness for the department.
- ❖ Actively contribute to setting and maintaining high standards of quality care.
- ❖ Work collaboratively and co-operatively with others to meet the needs of patients and their families/ carers.
- ❖ Actively maintain and promote a safe theatre environment.
- ❖ Ensure that good infection control practice and high standards of clinical care are given.
- ❖ Plan, develop and implement approaches to promote health and wellbeing of patients and improve their health status.
- ❖ Maintain an awareness of the developments in the care and treatment of patients in order to be able to carry out duties competently and efficiently.
- ❖ Nursing and Midwifery Council/ Health and Care Professions Council standards.
- ❖ Document the condition and progress of patients and report to medical staff and/or senior theatre staff any areas of concern.
- ❖ Assist and contribute to the management and organisation of the theatre area.
- ❖ As the team leader, take charge of the clinical area.
- ❖ Comply with all Trust policies and risk assessments with particular
- ❖ regard to the policies and procedures carried out in the event of maintaining staff and patient safety.
- ❖ Provide a flexible approach to working with a variety of shifts required, including on-call and weekend shifts as needed.
- ❖ As the team leader, lead by example with drive and enthusiasm, responding appropriately to the needs of patients, families and carers.
- ❖ Take ultimate responsibility for ensuring the standard of the environment within his/her identified area of responsibility.

- ❖ Take responsibility for assisting with the management and leadership of the theatre unit and its teams, whilst maintaining an appropriate style that maintains good morale, a team approach to work and a culture which fosters innovation and change.
- ❖ Ensure faulty equipment is isolated from use, using the appropriate label, and report to a responsible person.
- ❖ Set high standards of patient care for the theatre department and ensure cleanliness is maintained so that the patients experience is excellent.
- ❖ Influence people and events through successful communication, negotiation and persuasion skills, especially when communicating complex or sensitive matters. Adapting communication styles/methods to ensure that the message is understood.
- ❖ Constructively challenge practices as necessary, which impact on patients care and/or staff wellbeing.
- ❖ Work in partnership with other senior team members to ensure the nursing strategy objectives are achieved.
- ❖ As the team leader, act as a first contact point for patients, relatives and staff to address concerns and complaints.
- ❖ Act courteously and helpfully to patients, families/carers, colleagues and all users of the Trust.
- ❖ Take responsibility for the assessment of the care needs and the development, implementation and evaluation of patient care, some of which may be complex in nature.
- ❖ Monitor activity and patient dependency, escalating any concerns to the Theatre Manager.
- ❖ Adopt an open learning culture from clinical incidents and patient/staff feedback.
- ❖ Collaborate with all members of the clinical area and theatre teams to assist in the running of theatres.
- ❖ Conduct local induction when introducing new members of staff to their duties and to newly qualified staff.
- ❖ Take all reasonable steps to ensure the safe keeping of patients' property in accordance with Trust policy.
- ❖ Promote and maintain a suitable learning environment for staff and act as a facilitator/mentor/preceptor/coach in the supervision and teaching of junior staff, supporting and facilitating the development of competencies across all staff levels.

- ❖ Maintain competent computer skills and be able to access patient details and reports via the Trusts IT systems.
- ❖ Support a culture of teamwork within the clinical area.
- ❖ Use resources effectively in order to provide quality patient care whilst having an awareness of budgetary issues. This to include effective management of the theatre departments.
- ❖ Work closely with the theatre scheduling team to ensure appropriate provision of robotics services
- ❖ Awareness about the nursing roster.
- ❖ Act as a present and recognized point of contact within Robotic surgery to help facilitate Robotic surgery, including equipment assurance, incorporating consultant preferences.
- ❖ Be aware of and undertake effective and efficient use of clinical, physical and financial resources.
- ❖ Take responsibility for your own professional development, maintain a professional portfolio and keep up to date on current nursing and health service issues.
- ❖ Take responsibility for your own actions and to abide by the NMC Code of Conduct 2018 and/ or HCPC Code Conduct 2016.
- ❖ Maintain own knowledge and clinical skills demonstrating competence in delivering a high standard of care.
- ❖ Own and steward, working closely with the SCP and surgeons, quality improvement initiatives as they relate to robotic surgery and its perioperative services.
- ❖ Maintain a current knowledge of professional issues, ensuring continued professional development is maintained.
- ❖ Identify learning needs in self, negotiating a Personal Development Plan recognising own limitations.
- ❖ Participate in regular theatre audits to ensure compliance with policies and procedures.
- ❖ Actively undertake education, development and supervision of self
- ❖ Act as a clinical and professional role model, assessing and supporting students and learners on placement within the clinical area.
- ❖ Actively promote evidence-based practice within the clinical area.
- ❖ Ensure staff are regularly informed of new developments within Robotic surgery practice and clinical areas.
- ❖ Participate in setting and reviewing standards for practice and evaluating outcomes as part of the clinical governance agenda.

- ❖ Report incidencies, using the Trust reporting system.
- ❖ Work within the confines of Trust policies, protocols and other relevant documentation, taking appropriate action where compliance is breached.
- ❖ Undertake the Trust Corporate and Directorate specific Induction and competency programmes.
- ❖ Maintain and promote an awareness of evidence-based practice and participate in its implementation.
- ❖ Contribute to audit research and development programmes within the department.
- ❖ Will seek out 'Best Practices' to generate new ideas and generate change.
- ❖ Undertake a recognised mentoring/ assessor course.
- ❖ Participate in clinical supervision.
- ❖ Act as a role model in customer service towards visitors to the hospital.
- ❖ Facilitate any measures to help achieve directorate/divisional and Trust targets and agendas.
- ❖ Share best practice through meetings and forums.
- ❖ The post holder is expected to work flexibly with varying shift patterns (nights/days/weekends/on calls) and is expected to work full-time.
- ❖ This job description is a general guide to the clinical scope of the post but is not exhaustive and may change in line with the needs of the department or at the request of the Lead Surgeon and the Managers of the department.

Statutory and Miscellaneous

- Takes responsibility to ensure that Professional Registration is always up to date and does not lapse or expire and to inform line management immediately with any concerns if registration lapses or expires (all registered staff).
- This post involves treatment to children and/or adults at risk, as defined by the Disclosure and Barring Service (DBS). It will therefore be necessary for the post holder to apply for and be in receipt of a satisfactory Enhanced DBS check.
- The Trust requires all new starters to subscribe to the DBS update service, where it is a requirement of the role.
- Be responsible for maintaining own vaccinations that are applicable to the role.
- Safeguard patient confidentiality at all times, including adherence to the Data Protection Act.
- Attend statutory and mandatory training and refresher courses as necessary.
- This post is subject to the terms and conditions of employment of Northampton General Hospital NHS Trust.
- Be aware of the responsibilities of all employees to maintain a safe and healthy environment for patients, visitors and staff.

- Ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiative within the area of work and the Trust's Equality, Diversity and Inclusion Strategy.
- Have a commitment to identifying and minimising risk, report all incidents and report to the manager any risks which need to be assessed.
- Sustainability is integral to the Trust achieving the NHS Net Zero target. All employees are therefore actively encouraged and supported to implement new ways of working within their field of expertise.
- Any other duties commensurate with the grade and in line with the requirements of the post.
- This job description reflects the present requirements of the post and it does not form part of the contract of employment. If the duties of the post change and develop the job description will be reviewed and will be subject to amendment, in consultation with the post holder. Appropriate notice of such changes will be given.

Confidentiality, Data Protection and Data Quality

General Data Protection Regulation (GDPR) safeguards the handing of information held in both electronic and manual filing systems and it is the duty of all staff employed by the Trust to:

- Uphold its principles; and
- Adhere to Trust policies and to maintain strict confidentiality at all times.

It is a requirement of employment with the Trust that you must comply with the obligation of confidentiality in line with our Staff Privacy Fair Processing Notice, Patient Privacy Notice and Information Governance policies and procedures.

All staff have a responsibility to ensure that personal data is accurate, held securely and consent is gained, where appropriate.

Safeguarding Children and Adults at Risk

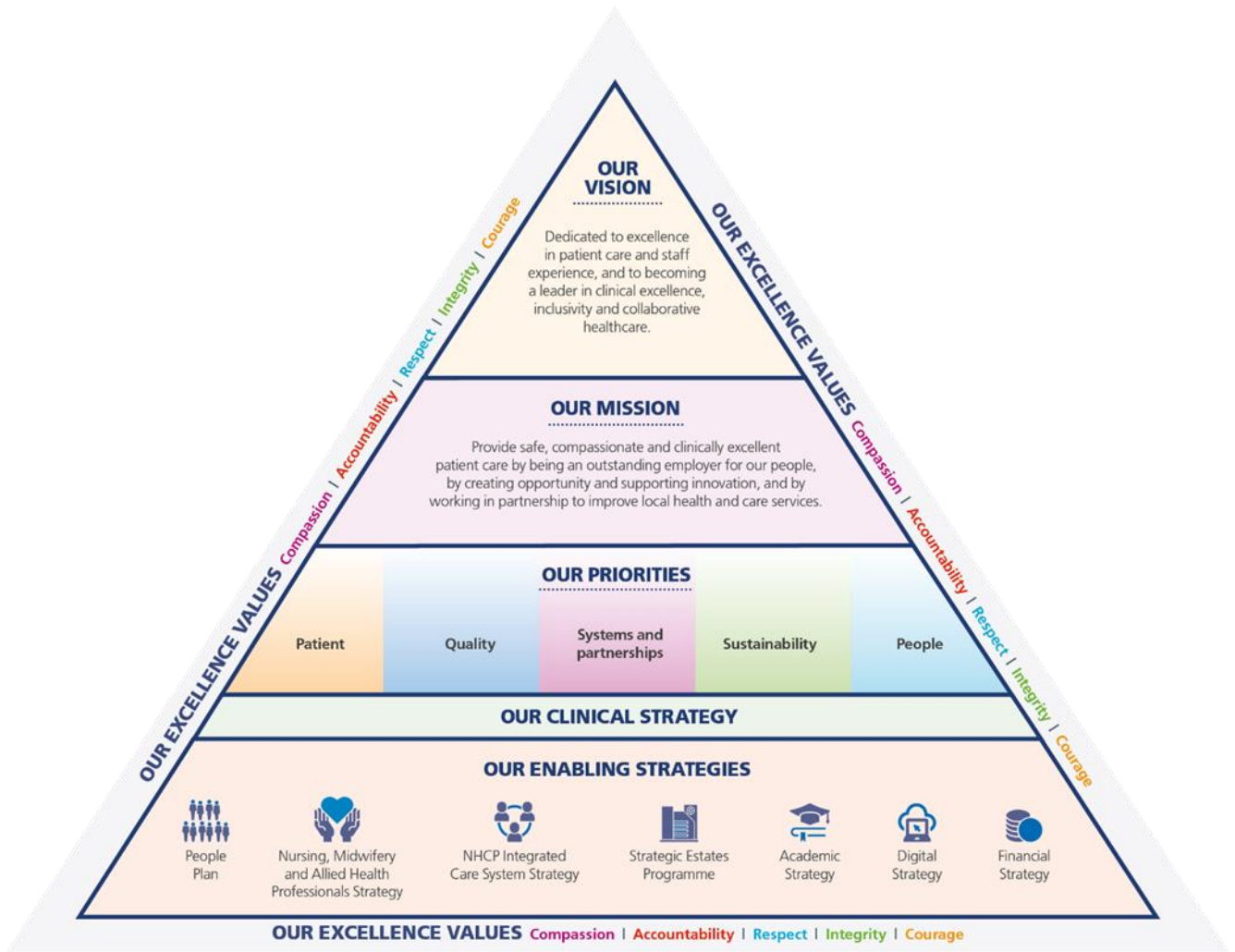
We are committed to safeguarding and promoting the welfare of children, young people and adults at risk. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. You will be responsible for safeguarding the interests of children and adults who you come into contact with during your work. To fulfil these duties you will be required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating to safeguarding practice and to report and act on concerns you may have appropriately.

Our Vision and Values

Northampton General Hospital NHS Trust and Kettering General Hospital NHS Foundation Trust are both part of the University Hospitals of Northamptonshire Group. Both hospitals are separate hospitals/employers with hospital board and leadership. We share a group executive team, leading on a shared vision, mission, priorities, strategies and Dedicated to Excellence Values.

Please visit the following websites for more information:

[Northampton General Hospital NHS Trust](#)
[Best of Both Worlds Northamptonshire](#)



Our Excellence Values



Compassion



Accountability



Respect



Integrity



Courage

We care about our patients and each other. We consistently show kindness and empathy and take the time to imagine ourselves in other peoples' shoes.

We take responsibility for our decisions, our actions and our behaviours. We do what we say we will do, when we say we will do it. We acknowledge our mistakes, and we learn from them.

We value each other, embrace diversity and make sure everyone feels included. We take the time to listen to, appreciate and understand the thoughts beliefs and feelings of others.

We are consistently open, honest and trustworthy. We can be relied upon; we stand by our values, and we always strive to do the right thing.

We dare to take on difficult challenges and try out new things. We find the strength to speak up when it matters, and we see potential failure as an opportunity to learn and improve.

Person Specification (Shortlisting Criteria/Role Requirements)	Essential	Desirable
Educations, Training and Qualifications		
Educated to degree level or equivalent level of education, training, or experience	X	
Registered nurse/ ODP with current registration with NMC/ HCPC	X	
Evidence of CPD and/ or revalidation as require	X	
Previous experience in theatre coordination	X	
Evidence of further education or study to Diploma level or equivalent level of experience or knowledge	X	
Diploma or special training in theatre management		X
Post Graduation in the Surgical field or relevant qualification		X
Management Qualification or equivalent		X
Knowledge and Experience		
Previous experience in theatre	X	
Experience of involvement with audit	X	
Experience in mentoring learners in the theatre environment	X	
Computer literacy	X	
Previous experience in Robotic theatres across Urology, Colorectal, and ENT	X	
Experience in Stock management	X	
Evidence of clinical effectiveness, research, and audit/ clinical governance and/ or incident investigations		X
Skills		
Evidence of teamwork and ability to work effectively within a team	X	
Demonstrate the ability to assess, plan, prioritise, deliver, and evaluate patient care	X	
Demonstrate the ability to prioritise own workload and recognise, prioritise, and respond appropriately to urgent and emergency situations	X	
Dexterity and accuracy in undertaking clinical skills and documentation	X	

Competent and capable of using medical equipment	X	
Demonstrate ability to manage stressful situations during surgeries	X	
Demonstrate and practice the importance of good posture at work	X	
Demonstrate all the mandatory training including manual handling is Up to Date	X	
Demonstrate ability to handle bodily fluids and human tissues	X	
Demonstrate effective written and verbal communication skills	X	
Able to handle and communicate sensitive information regarding patients	X	
Able to keep patient information confidential	X	
Able to undertake students and guide them through robotic surgeries	X	
Previous experience in ordering and arranging kits and instruments for theatres in an orderly manner	X	
Experience in conducting robotic training/development programme		X
Ability to deal with distressing end-emotional situations in theatres like major trauma.	X	
Ability to take part in decision-making	X	
Ability to do guide staffs in Appraisal	X	
Ability to work and advocate for the patient's rights and safety	X	
Demonstrate the ability to concentrate even during stressful situations	X	
Key Competencies/Personal Qualities and Attributes		
Passionate and committed to bringing our Dedicated to Excellence values to life, improving the way we work with each other, particularly focusing on empowerment, equality diversity, and inclusion of our staff, patients, and service users	X	
Proven ability to communicate effectively with staff, patients, families, and carers from a diverse background	X	
Ability to work under pressure and seek help when required	X	
Must be able to demonstrate behaviours consistent with the Trust's vision and values	X	
Must be able to demonstrate understanding of, and behaviours consistent with the NMC Code (October 2018)/HCPC Code of Conduct 2016	X	
Able to demonstrate reflective practice	X	
Act as a role model to others	X	
Flexible and resilient	X	
An ability to remain positive during service changes and challenges	X	