

Surgical Care Practitioner Trainee

Job Description & Person Specification – 7

A summary of the role responsibilities and person specification

Why Our Trust?

Terms and conditions

Post – Surgical Care Practitioner

Division –Specialist Service

Department - Cardiac Surgery

Band – 7

Location – UHBW

Annual leave – Up to 33 days dependant on NHS Service

Pension - The NHS Pension Scheme is a defined benefit scheme. Further details and outline of benefits can be found at: www.nhsbsa.nhs.uk/pensions

Job Purpose

The surgical care practitioner (SCP) trainee is an experienced, registered health -care professionals. It is a level of practice characterised by a high degree of autonomy and complex decision making, under the guidance of a SCP. In training, this is underpinned by a master's level award or equivalent that encompasses surgical care module and encompasses the four pillars leadership and management, clinical practice, education and research, with possible progression to 8A as vacancy permits. . Surgical care trainee practitioner embodies the ability to manage clinical care in partnership with colleagues, individuals, families and carer. . It includes the analysis and synthesis of complex problems across a range of settings, enabling innovative solutions to enhance people's experience and improve outcomes. The post holder will be expected to work toward being an autonomous clinical expert in surgical care and work effectively as part of a multi-disciplinary team.

About us

Our mission is to improve the health of the people we serve by delivering exceptional care, teaching and research every day.

What you'll love about working here

UHBW has been rated by the CQC as 'Good' - our staff are proud to deliver excellent care. As a forward-thinking multi-award winning Trust, our world-leading research and innovations are having a positive local and global impact. Our hospitals are spread across Bristol and Weston-Super-Mare, join us and you can enjoy the very best of both worlds; city living within a stone's throw of the countryside or beside the seaside, both with easy access to all that the Southwest has to offer.

A digital exemplar- Being appointed as a Global Digital Exemplar means we can realise this vision by implementing digital technologies that will help us to transform the way we work and how we relate to our colleagues, patients and partner organizations.

Sustainable healthcare - We have joined the international movement to declare a climate emergency, recognising the impact climate change is having on the world. Climate change is labelled as the greatest threat to health in the 21st century, with a range of conditions related to heat, cold, extreme weather and air pollution predicted to rise. To lead the way in healthcare the Trust has set ambitious goals to become carbon neutral by 2030.

Access to further opportunities with the Trust - Apprenticeships are a great way to learn and earn on the job. UH Bristol and Weston provides a range of apprenticeships to support a huge number of career opportunities in clinical and non-clinical support services with apprenticeships starting at level 2 through to level 7. As an organisation we encourage further development of all employees to progress upward within their chosen field.

Diversity & Inclusion

A core principle of the Trust is to ensure that patients and staff are treated with dignity and respect. Promoting equality, diversity and human rights and challenging any form of inequality, discrimination, harassment or abuse are central to the Trust's Values.

'Committed to inclusion in everything we do' is the ambition set out in the Trust's Workforce Diversity & Inclusion Strategy.

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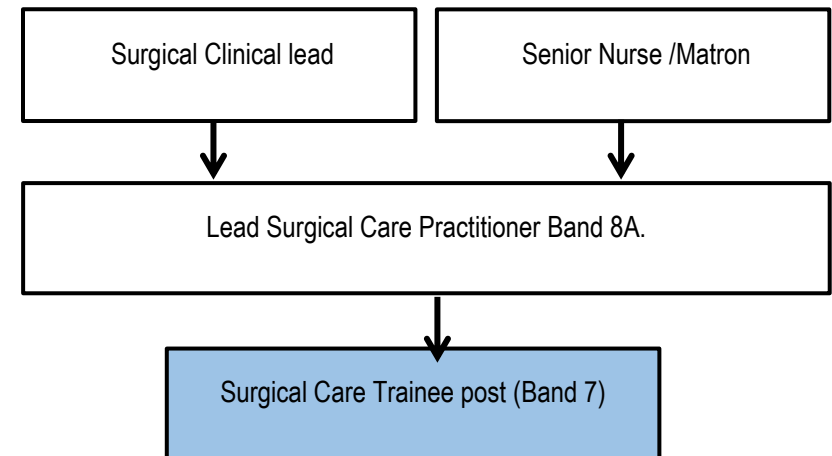
Main Duties and Responsibilities

Under the direction of the consultant cardiac surgeons the post holder will carry out operative procedures whilst assisting with all aspects of intra-operative care at an advanced level following a period of training (master's or equivalent qualification / experience). The post holder will be expected to perform these duties with a high degree of clinical knowledge.

The post holder will work toward autonomy as an independent practitioner surgical care practitioner (SCP). Team members include Consultant Surgeons, specialist registrars, junior medical staff, members of the multidisciplinary team and other surgical care practitioners to support the delivery of the cardiac surgery at an advanced level.

The post holder will work towards the development of an expert specialist resource and educator for trainee SCPs, junior registrars, and other multidisciplinary team members.

Organisational Structure



Key Relationships

Cardiac surgery consultants, anaesthetist, intensivist, OPD, Surgical care practitioners, Surgical Registrars, Advanced Nurse Practitioners – surgery, Clinical fellows, nurses on CICU, CCU and OPD, Infection control team.

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Main duties and responsibilities

- **The post holder under supervision** will perform clinical judgement in identifying:
 - Surgical sites for harvesting venous and arterial conduits (specifically the long and the short saphenous vein and radial artery), using appropriate techniques including open, bridging and minimally invasive surgical techniques for coronary artery bypass grafting.
 - Perform microsurgical procedure (repair of the conduit using micro sutures).
 - Expertly undertake minimally invasive conduit harvesting - Endoscopic vein harvesting (EVH).
 - Work toward first assist in surgical AF ablation (First part of convergent procedure).
 - Work toward First and second assisting in subclavian, transaortic, axillary and femoral cannulation.
 - After training and supervision, first and second assisting in the insertion and removal of Intra-Aortic Balloon Pump (IABP).
 - After training and supervision, first and second assisting in surgical cut downs.
 - After competencies achieved, conduct Post-operative telephone call to follow up EVH patients.
 - After competencies achieved, perform different techniques of Haemostasis in surgical wounds to include insertions of drains where relevant, use of diathermy, identifying excessive bleeding, re-exploration for bleeding.
 - After supervision and training, autonomously perform opening and closing techniques for sternotomy including use of sternotomy saw, complications of opening, emergency opening by ensuring haemostasis and asepsis.
 - After training and competency achieved, the opening and closure techniques for thoracotomy
 - Work towards expertise to expose and perform femoral cannulation and decannulation and closures.
 - Work toward autonomously collapsing and preparing the suture less Valves and assisting in the procedure. Alongside, teaching the scrub team the same.
 - Able to insert suprapubic catheter.
 - Independently perform vein mapping by using the ultrasound technique on the donor leg and conducting Allen's test for the radial artery harvest.
 - Obtain blood samples for relevant tests, gas analysis.
 - Perform IV cannulation, insertion of arterial lines.

- Under the supervision of lead SCP or consultant, the SCP-trainee will undertake clinical supervision to build a portfolio of expert skill to act as a professional resource to the multi-professional team, patients and carers within this specialist role.
- Be responsible for their own workload, covering both elective and non-elective lists to ensure there is surgical care practitioner cover.
- Gain competence towards skilled and proficient in undertaking informed consent, including discussion of the risks, complications and alternatives to treatment ensuring this information is delivered in a manner which the patient can understand. Where a person lacks capacity to make an informed decision, or give consent, the post-holder must act in accordance with the requirement of the Mental Capacity Act and associated code of practice.
- Maintain high levels of concentration for prolonged periods whilst assisting with cardiac surgical operations.
- Will request ongoing patient investigations, manage patient care and undertake all appropriate correspondence for patients in their care within their professional competence. Act based on own interpretation of clinical findings, referring the patient on to surgical teams as appropriate.
- As required using lead SCP support, assess patient fitness for procedure, including patients who may have complex past medical history or health care needs. Discuss patients, whose fitness for a procedure may be in doubt, with the referring Consultant to ensure the patient receives appropriate treatment. Manage responsibility for own clinical caseload within the scope of professional practice and to seek support from surgical colleagues in the management of surgical procedures.
- Apply and highly update specialist knowledge and experience to manage complex patients before, during and after their procedure and where necessary communicating with patients, relatives and relevant health care professionals to ensure care is continued in the appropriate setting.
- Provide comprehensive reports, using appropriate reporting systems, to ensure findings are communicated to the referring Consultant colleague or Healthcare practitioner e.g. post-operative bleeding and wound infection.
- Evaluate the effective use of specialist equipment to deliver comprehensive and compassionate patient care in line with practice and services.
- Keeping up to date in best evidence-based practice and implementing new

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Education and Training

With support and supervision of lead SCP:

- Critically assess and address their own learning needs, negotiating a personal development plan and work commitment and education that reflects the breadth of ongoing professional development across the four pillars of advanced clinical practice and in obtaining MSc surgical practice.
- Act as an expert resource in educating the wider multidisciplinary team inclusive of supervising and upskilling of the trainee SCP, Junior SCP and medical team using mentorship, supervision and competency frameworks.
- Engage in self-directed learning, negotiating study time to support educational requirements to maximise clinical skills and knowledge, as well as your own potential to lead and develop both care and services.
- Gain clinical expertise to supervise and embed new developments around technology in self-practice or the practice of surgical juniors, ensuring ethical and legalities are adhered to.
- Engage with, appraise and respond to individuals' motivation, development stage and capacity, working collaboratively to support and empower patients to participate in decisions about their care and to maximise their health and wellbeing.
- Critically apply advanced clinical expertise in appropriate ways to provide consultancy/registrar level professional and service boundaries, influencing clinical practice to enhance quality, reduce unwanted variation and promote the sharing and adoption of best practice.
- Demonstrate team leadership, resilience and determination, managing situations that are unfamiliar, complex or unpredictable and seeking to build confidence in others.
- *Build up confidence* to constructively challenge others, escalating concerns that affect individuals, families, carers and colleagues safely and wellbeing when necessary.
- Facilitate collaboration of the wider team and support peer review processes to identify individual and team learning.
- Develop skills in mentorship and work-based assessment to be able to mentor and assess future SCP.
- *Support the* Planning, organising, and participating in the education and training, supervision of trainee medical teams.. Using the mentorship and supervision skills.

- To develop the trainee package and booklet for SCPs.
- Proficiency to perform and provide appropriate training in minimally invasive conduit.
- To supervise and teach new developments and technology related to own clinical practice.

Leadership

- Facilitate daily service delivery in collaboration with colleagues, leading in making weekly or Monthly allocation of the SCP in conjunction with Rota Master Specialist Registrar.
- Collaborative working with the Infection control team to meet the target of reducing the surgical site infection.
- *Attend or deputise* budgetary management of pay and non-pay. To ensure efficiency and transparency resourcing of specialist equipment.
- Monitoring performance and as required collaborative working with human resources.
- *Gain experience form led SCP* to guide a monitor development and training of SCP role.

Research

- Engage in research activity, adhering to good research practice guidance, so that evidenced based strategies are developed and applied to enhance quality, safety, productivity and value for money.
- *With support of lead SCP begin to evaluate* and audit own and others clinical practice, selecting and applying valid, reliable methods, then acting on the findings. facilitate the National audit for Surgical Site Infection Surveillance, Multi centre studies, thereby contributing to the body of evidence regarding the incidence of infection rate in the department.
- Work with lead SCP to critically appraise and identify gaps in the evidence base and its application to practice, alerting appropriate individuals and organisations to these and how they might be addressed in a safe and pragmatic way.
- **Work with research and cardiac surgical team** to identify potential need for further research to strengthen evidence or best practice. This may involve acting as an educator, leader, innovator and contributor to research activity and/or seeking out and applying research funding.
- Disseminate best practice findings and quality improvement projects through appropriate media and forums.

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Personal Profile - (E) = Essential (D) = Desirable

Knowledge and Experience

- Extensive knowledge, clinical skills & experience in cardiac surgery with clinical skills and knowledge within the speciality including procedures such as EVH - D
- Experience to teach, locally, nationally or internationally both formal and informal.
- Demonstrates a structured approach to continuing professional development, whilst offering guidance and support to other team members. - D
- Experience as surgical assistant - t D
- Promote learning environments where the preceptor and mentorship role thrive – E.
- Stock management inc EROS – D
- Budget management and experience or willing to gain this experience – E.
- Experience of developing business case or research bids – D
- Research and Development activity. Clinical guidelines NICE, RCP, ESC nationally/ international – D
- Evidence of counselling skills and experiences - D

Aptitudes

- Confident, assertive and self-aware. Able to inspire and motivate colleagues - E.
- Ability to gain influence and motivate people to achieve progress - E.
- Ability to work flexibly according to the role need - E.
- Proactive in professional development for self and others - E
- Supportive - E
- Respectful - E
- Innovative - E
- Collaborative - E

Skills and Abilities

- Expert communication verbal, nonverbal and written, at individual, department and MDT level - E.
- Expert manual dexterity – E
- Expert meditation skills - D
- Promote positive team dynamics with expert mitigation to maintain interpersonal relationships and organisational skills - E.
- Ability to prioritise and organise own workload demonstrating expert decision-making skills – E.
- Good coordination skills for threshold analysis during theatre and performing endoscopic vein harvesting - D
- IT data management – D
- Expert overview of SCP service that continually adapt to the changing requirements of service and promotes innovative ideas inclusive of succession planning - D.

Qualifications and Training

- Surgical care practitioner diploma - E
- RGN/C&G 752/OPD level III or equivalent medical experience E
- Various short courses to demonstrate up to date clinical knowledge, showing evidence of advanced specialist interest – D
- Studied at master's or equivalent level. Higher related degree - E
- ALS (or ability to achieve within an agreed time frame) -D
- Relevant theatre/ Critical Care experience D
- Teaching qualification with Mentor experience – E
- D32 - E
- NVQ Assessor or equivalent - E
- NMP/PACR or intention to work towards - E.

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Transforming Care

Delivering sustainable healthcare services to our patients, which are effective, efficient and driven by excellence, is at the heart of our organisation. Transforming Care is the Trust's overarching programme of transformational change. It enables staff to use a structured approach to continuously improve and innovates their services, strengthen our capability, and deliver our Trust's mission to improve the health of the people we serve by delivering exceptional care, teaching and research, every day.

Our Quality Improvement Academy is open to all staff and leaders across the Trust and provides training to lead or take part in improvement and transformation activities in their departments and across the Trust. We will support staff to develop the skills and tools to improve services to deliver the best care to our patients and public.

Information Governance

It is the responsibility of all staff to respect the confidentiality of patients and staff, as specified in the Caldicott Principles, Data Protection Act 2018 and the Human Rights Act. It is the duty of every employee to:

- Only access person identifiable information as required in the execution of their duties.
- Disclose information appropriately, in line with the Data Protection Act 2018.
- To ensure good quality data by recording, promptly and accurately, clinical and non-clinical information within agreed timescales to PAS, the health record or the appropriate clinical or non-clinical information system
- Always trace patient notes on the Patient Administration System

Maintain the confidentiality of their passwords / usernames and if in possession of a 'Smartcard' abiding by the terms and conditions of its use.

Workplace Wellbeing

The Trust Workplace Wellbeing Framework encourages all colleagues to look after their own wellbeing as well as supporting the wellbeing of colleagues. Line managers will oversee the wellbeing of their team, making wellbeing a priority when considering ways of working and will undertake regular health and wellbeing conversations that are supportive, coaching-style one-to-one discussions focused on building team resilience. To assist this, the Trust offers comprehensive wellbeing provision for employees, students, volunteers and managers.

Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults, and as such expects all staff and volunteers to share this commitment.

Quality and Clinical Governance

Quality in the NHS has three core dimensions: Patient Safety, Patient Experience and Clinical Effectiveness. Clinical Governance is about the systems, processes and behaviours to ensure that high quality services are provided to patients. Every member of staff has a role to play in striving for excellence: it is important that everyone is aware of and follows policies and procedures that govern their work; and if something goes wrong, everyone has an obligation to report it so lessons can be learned from mistakes, incidents and complaints. If any member of staff has concerns on any clinical governance matters, they should raise them with their line manager, professional adviser, or a more senior member of management. Reference should be made to the Trust's guidance on Raising Concerns about provision of patient care.

Health and Safety

Under the provisions contained in the Health and Safety at Work Act 1974, it is the duty of every employee to:

- Take reasonable care of themselves and for others at work.
- To co-operate with the Trust as far as is necessary to enable them to carry out their legal duty.
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for Health and Safety or welfare at work.

Everyone has a responsibility for contributing to the reduction of infections.

Senior Management is responsible for the implementation throughout the Trust of suitable arrangements to ensure the health, safety and welfare of all employees at work and the health and safety of other persons who may be affected by their activities. Where health and safety matters cannot be resolved at Senior Management level the appropriate Executive Director must be notified.

Line Managers are responsible for the health and safety management of all activities, areas and staff under their control. This includes responsibility for ensuring risk assessments are completed and implementation of suitable and sufficient control measures put in place. Health and safety issues are dealt with at the lowest level of management practicable. Where health and safety matters cannot be resolved at a particular management level the appropriate Senior Manager must be notified.