



Job Title: Recovery Practitioner Lead

Location/Base: Highgate Hospital

Dept.: Theatres

Reporting to: Theatre Manager

1. JOB PURPOSE

To provide quality planned and safe care for patients during their Peri-operative phase of care. To commit to the Highgate Hospital Peri-operative Environment's philosophy of care. To support and assist in the management and organisation of care provision within the Operating Department.

2. KEY ACCOUNTABILITIES

- Communicate pro-actively and effectively with others who are involved in the care of the patient.
- Assemble, check and prepare the appropriate surgical and recovery equipment, drugs and consumables for a wide range of operative procedures.
- Co-ordinate the use of the supplies and equipment during the operating list and during the immediate post-operative phase of care ensuring the equipment is used in an appropriate and safe manner.
- Complete mandatory surgical checks prior to the start of the procedure, during and pre-wound closure.
- Conduct mandatory patient checks including informed consent, patient's identity and operative site against the supporting documentation, prior to the start of the anaesthetic and prior to the start of the procedure.
- Monitor, order, receive and check stock items including consumables, equipment and drugs.
- Ensure any accidents or complaints are fully documented and that the appropriate manager is informed.
- Complete all written documentation in a timely manner and to an acceptable level.
- Contribute towards maintaining a cost effective service.
- Contribute to the implementation of change management.
- Maintain confidentiality / Data Protection Act and at all times.
- Act as a role model and mentor to junior staff.
- Promote and ensure an environment conducive to the continuing prevention and control of infection for all staff, patients and visitors.
- Be aware of and comply with all infection prevention and control policies and ensure best practice is maintained to ensure low infection rates.
- Participate in regular meetings of the Peri-operative Team.
- Participate in standards and quality improvement procedures.
- Participate in clinical trials, audits and research under the supervision of the Theatre Manager.
- Comply with Highgate Hospital and departmental policies to provide a safe and effective environment for both patients and staff.
- Act as a role model and mentor to junior staff.
- Mentor and support HCA's, junior ATP and newly registered Practitioners.
- Take responsibility and ownership of their professional development plan.

3. SUPPLEMENTARY INFORMATION

Our Values

We are proud to be 'Individually different. Altogether better' and it is only through our people that we will achieve our mission to:

“Provide first-class independent healthcare for the local community in a safe, comfortable and welcoming environment; one in which we would be happy to treat our own families”

We do this by asking you to work within our core values:

- Beyond Compliance – Going above and beyond to improve our business
- Personalised Attention – Taking time to care for others
- Partnership and Teamwork – Inclusive and collaborative
- Investing in Excellence – Working to be the best
- Always with Integrity – Respected, admired and reliable

Code of conduct

- ✓ I will make the CARE and SAFETY of our patients my first concern and will always act to protect them from risk.
- ✓ I will always be respectful to the public, patients, relatives and carers, colleagues and business when representing Aspen Healthcare.
- ✓ I will always be honest and act with integrity.
- ✓ I will accept responsibility for my own work and if appropriate the proper performance of the people I manage.
- ✓ I will show my commitment to working as a team member with all my colleagues and the wider community.
- ✓ I will take responsibility for my own learning and development.
- ✓ If a member of a professional body, I will comply with the relevant professional code of ethics and conduct at all times

Equality & Diversity

Aspen Healthcare Limited is an Equal Opportunity Employer. Its policy is to treat everyone in the same way regardless of their race, religion, marital status, physical/mental disability, gender, sexual orientation, and age, responsibilities for dependents, trade union membership or offending background. The Company values the diversity of its work force as a strength and aims to provide a working environment in which people have the opportunity to contribute and develop according to their individual merits and aspirations.

Health & Safety at Work

You are reminded that, in accordance with the Management of Health and Safety at Work Regulations 1992 (as amended) and other relevant Health and Safety legislation, you have a duty to take responsible care to avoid injury to yourself and to others by your work activities, and to co-operate with the organisation and others in meeting statutory and mandatory requirements.

Statutory & Mandatory Training

You are required to complete mandatory training as required, and if unable to attend ensure this is rectified with your line manager's support at the earliest opportunity.

Infection Prevention & Control

It is the responsibility of all staff to ensure high quality patient care is based upon principles of best practice in infection prevention and control, either directly through personal contact or indirectly through supervision of practice.

It is the responsibility of all staff to fully co-operate with managers in achieving compliance with Infection Control policies and in adopting safe systems of work when undertaking activities that present a risk of the spread of infection.

Confidentiality

Information about any individual, which includes either some or all details of their identity is personal and is subject to the Data Protection Act (1998), the Human Rights Act (2000) and other Aspen Healthcare requirements such as the Caldicott principles.

- Patient information, in any form is confidential. This means that information should only be shared or accessed by someone with a legitimate reason, related to the care of the patient.
- Information about members of staff or others in relation to sensitive issues, such as appraisals, investigations, complaints or payroll details is also confidential.

All staff must always maintain confidentiality when dealing with sensitive material and information of this nature and immediately report any potential confidentiality issues that may arise.

Information Security

All staff are required to read and comply with all Aspen communications and policies that are issued relating to the electronic security of Aspen and patient information particularly in relation to:

- Saving data and information
- Password management and responsibilities
- Transfer of data and data sharing

Whistleblowing - Raising Concerns

It is the responsibility of all staff to raise any concerns to their line manager or the HR department if they reasonably believe that one or more of the following concerns is either happening, has taken place, or is likely to happen in the future relating to the company's business:

- A criminal offence
- The breach of a legal obligation
- A miscarriage of justice
- A danger to the health and safety of any individual
- Damage to the environment
- Deliberate attempt to conceal any of the above.
- any other legitimate concerns

Data Protection

All staff must be aware of the Caldicott principles, the Data Protection Act 1998 and the Human Rights Act 1998. The protection of data about individuals is a requirement of the law and if any employee is found to have permitted unauthorised disclosure, Aspen Healthcare and the individual may be prosecuted. Disciplinary action will be taken for any breach.

Mobility/Flexibility

Your normal place of work will be as stated above, but as a term of your employment you may be required to work from any of the companies' facilities.

Safeguarding the Welfare of Children and Vulnerable Adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of the specific duties relating to their role. The expectation is that the post holder is familiar with the relevant procedures and guidelines relevant to their job role

For all posts requiring professional registration

You are required by law to maintain professional registration for the duration of your employment and cannot be lawfully employed should registration lapse. Lapsing may render you subject to disciplinary action. You are also required to abide by the codes of professional practice as detailed by the professional body (Nursing and Midwifery Council, General Medical Council, Health and Care Professions Council etc.)

Other responsibilities

You will be required to be aware of and adhere to all relevant Company Policies and Guidelines.

This job description is neither exclusive nor exhaustive and the duties and responsibilities may vary from time to time and where possible be in consultation with the post holder.

Review

The post-holder must act in such a way to promote a positive image of Aspen Healthcare UK Ltd at all times. This job description is not conclusive and will be regularly reviewed with the post-holder.



Recovery Practitioner Lead PERSON SPECIFICATION

	Essential	Desirable
Educational qualifications:	<ul style="list-style-type: none"> NMC Registered or HCPC Registered 	<ul style="list-style-type: none"> Degree
Specific training Skills Knowledge required:	<ul style="list-style-type: none"> Operating Theatre Trained Scrub Skills Operating Theatre knowledge, re: infection control/sharps/aseptic technique Up to date on current theatre practice Evidence of on-going professional development Proven ability to maintain standards, initiate and develop evidence based practice Demonstrate the ability to prioritise and evaluate work carried out by self in a multi-patient environment Effective leadership and people management skills Excellent communication skills - verbal & written Excellent organisational skills IT Literate 	<ul style="list-style-type: none"> Experience of applying clinical reasoning skills across a range and varied patient case mix and competent across a range of skills ENB 998 and/or mentorship course and/or D32/33/A1 ILS ALS External Advanced Scrub Practitioner Course
Experience	<ul style="list-style-type: none"> Consolidated theatre experience in a senior role for a minimum of 2 years 	<ul style="list-style-type: none"> Experience of carrying out research / publication Experience of effective teaching, assessing and mentoring
General temperament:	<ul style="list-style-type: none"> Excellent communicator Emotionally intelligent Empathetic to the needs of the department Self-aware Ability to empower self from a position of knowledge 	<ul style="list-style-type: none">

Author:		Date:	
Revision:		Date:	
Agreed Post Holder:		Date:	
Agreed Manager:		Date:	