

Person Specification

Job Title: Band 6 T&O Scrub Practitioner

Division: Elective

Job Requirements		Weighting
QUALIFICATIONS/TRAINING <ul style="list-style-type: none"> Level of education Professional qualifications Vocational Training Post basic qualifications Training and learning programmes/courses 	<ul style="list-style-type: none"> NMC/HCPC Registration Recognised NMC/HCPC Teaching and Assessing Qualification Evidence of CPD Leadership & Management Course 	E E E E D
EXPERIENCE <ul style="list-style-type: none"> Length and type of experience 	<ul style="list-style-type: none"> A minimum of 2 years scrub experience in Trauma & Orthopaedics Evidence of achievements and innovation in clinical practice Evidence of managing and supporting learners in practice Involvement in audit and research Evidence of leading a team Experience in the application of professional accountability IT Skills 	E E E E E E D
SKILLS/KNOWLEDGE <ul style="list-style-type: none"> Range and level of skills Depth and extent of knowledge 	<ul style="list-style-type: none"> Ability to manage the theatre department in the absence of Team Leaders Ability to assess, plan and evaluate perioperative care A knowledgeable practitioner with the ability to apply evidence-based practice. Knowledge of professional code of conduct/professional accountability. 	E E E E

	<ul style="list-style-type: none"> • Must be articulate and able to demonstrate good communication skills, including negotiation skills both verbally and in writing. 	E
	<ul style="list-style-type: none"> • Excellent command of the English language and able to present information both written and verbally in a clear and logical manner. 	E
	<ul style="list-style-type: none"> • Able to communicate sensitive information to colleagues and patients 	E
	<ul style="list-style-type: none"> • Act as clinical role model and a supervisor/preceptor/assessor 	E
	<ul style="list-style-type: none"> • Ability to develop professional and clinical evidence based perioperative practice 	E
	<ul style="list-style-type: none"> • Demonstrate leadership qualities 	E
	<ul style="list-style-type: none"> • Ability to challenge current practices and influence change within the theatre team 	E
	<ul style="list-style-type: none"> • Knowledge of research/audit and clinical governance 	E
	<ul style="list-style-type: none"> • Evidence of leading a multi-disciplinary team 	E
	<ul style="list-style-type: none"> • Demonstrate a commitment to education and training working in conjunction with the Workforce Development Lead for Theatre Services 	E

PERSONAL QUALITIES	<ul style="list-style-type: none"> • Professional at all times • Positive, dependable and tolerant outlook • Good interpersonal skills • Able to identify and cope with stress • Demonstrates commitment to achieve individual and team objectives • Innovative and dynamic individual, able to lead a team • Able to adapt to changing circumstances and influence change successfully using negotiating skills • Shows initiative and is able to think positively and stimulate a productive team climate • Able to self-motivate • Ability to work independently • Liaise confidently and effectively with other disciplines • Organisational and problem-solving skills 	E E E E E E E E
OTHER JOB REQUIREMENTS <ul style="list-style-type: none"> • Physical attributes • Specific job circumstances such as unsocial hours • Special requirements such as car driver 	<ul style="list-style-type: none"> • Capable of carrying out the physical activities required for the role e.g. manoeuvring patients • Prepared to participate in on-call/standby/night shift to cover 24-hour service. • Independent means of transport to be able to meet 24-hour cover and be able to respond within 45 minutes. • Ability to concentrate and deal with frequent interruptions and competing demands 	E E D E