



HEALTHCARE MANAGEMENT TRUST

Unit 1 Langdon House, Langdon Road, Swansea SA1 8QY
Telephone: 020 7222 1177 Email: admin@hmt-uk.org
www.hmt-uk.org

Job Title	Senior Theatre Practitioner RGN/ODP
Department	Theatre
Reports to (job title)	Theatre Manager
Direct and Indirect Reports	No
Job Grade	C

Who we are

At the Healthcare Management Trust, we are obsessed with achieving our **Vision**, *“to be the most innovative and best quality provider of niche health and social care services.”*

Our **Purpose** is, *“to make every contact count, ensuring every resident and patient receives the best possible experience and outcome.*

We aim to provide services which value collaboration and place our residents, patients and people at the heart of all we do. We will always do the right thing for our residents, patients and people.

We will be outwardly connected to the most innovative practices and service offerings in the market. We will do things differently and will be bold with our ambition to change things for the better.

We are passionate about what we do and so are our people. Bringing their most authentic selves to work and seeking joy and fun in what we do.

We will deliver care and clinical interactions compassionately and tailor them to individual needs.”

We achieve this by living our business **Values** each and every day:

- We are **caring**
- We are **enterprising**
- We are **resourceful**
- We are **authentic**
- We are **accountable**

As a result, we are able to give back to the people and communities we serve by delivering on our **Charitable Mission** to, *“Provide quality and innovative care solutions to those with complex needs within marginalized community settings.”*



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What you'll be doing (your job purpose)

The Senior Theatre Practitioner plays a key leadership role within the theatre department, overseeing the day-to-day delivery of safe, high-quality patient care. They will lead and support the theatre team, acting as a clinical role model and maintaining accountability for their own professional practice.

Working across anaesthetics, recovery and/or scrub specialties, the post holder will contribute to departmental objectives through staff development, process improvement, and service delivery initiatives. They will provide visible clinical leadership, support the Theatre Manager, and help drive continuous improvement in patient experience, safety, and operational performance.

Your key accountabilities and responsibilities

1.	TASK SPECIFIC SKILLS Act as a senior practitioner and member of the clinical team, carrying out safety checks of swabs, instruments and needles in conjunction with a second person and immediately acting on any discrepancies.
2.	Practice within a range of specialties and complexity of cases.
3.	To act as a lead practitioner demonstrating assessed skills and competencies, with underpinning knowledge working under the direct supervision of the operating surgeon. Performing a dual role as per hospital policy following risk assessment of each situation in order to ensure patient safety.
4.	Act as a circulating member of the Theatre team.
5.	Assisting with other members of the team in the preparation and clearing of Theatres.
6.	Assisting with the labelling and dispatch of the theatre specimens.
7.	Assisting in the compiling of the operations register. Maintain accurate patient documentation.
8.	To use the correct procedure when handing a patient into the care of another practitioner, giving the correct information and instruction.
9.	To undertake 'on call' sessions as required.
10.	Work within the remit of HMT and local Policy and Procedures.
11.	PROFESSIONAL

Choose an item.



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	Act in accordance with NMC 'Code of Professional Conduct' or equivalent guidelines from governing body for profession, with particular reference to limitations of competence and conduct.
12.	To be responsible for your own professional development and participate in own 'Performance and Development planning'.
13.	Responsible for own awareness of current developments in Nursing, the Health Service and relevant specialist clinical practices.
14.	Act as link person for specific specialty as agreed with Theatre Management and to be able to demonstrate proactivity/productivity in this role.
15.	ANALYTICAL Exhibit advocacy and decision-making skills autonomously in relation to patient care.
16.	Contribute to, and maintain, an integrative theatre service offering flexibility where appropriate to patients, their carers and the multidisciplinary team.
17.	Can identify and react appropriately to changing demands, situations and pressures in the department and prioritise accordingly, leading the team to be flexible and accommodating as appropriate.
18.	Participate in clinical audit, incident reporting, and quality assurance activities, contributing to a culture of continuous improvement.
19.	Maintain confidentiality and protect patient information in line with GDPR and data protection legislation.
20.	Demonstrates understanding and adheres to the organisations Safeguarding Policies
21.	PLANNING & ORGANISATION Contribute to planning and allocation of staff, skill mix matrixes and management for sickness as necessary.
22.	Working within budgetary restraints, co-ordinate stock/equipment. Including leading on trials in line with hospital policy, reviewing and updating stock and equipment requirements within the department.
23.	Initiate the procurement and/or maintenance of assets
24.	Keep up to date and disseminate as appropriate, local and national peri-operative initiatives.
25.	Contribute to the development and update of Policy and Procedures
26.	Implementation of guidelines (e.g. NICE, AfPP) where appropriate, in line with Clinical Governance.
27.	COMMUNICATION Contribute to development and maintenance of a supportive working environment, which is conducive to uphold morale, well-being and efficiency of all staff.



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28.	Develop effective communication skills and strategies within the department.
29.	Liaise with Theatre Manager regarding issues that affect staffing and the provision of high-quality care to service users.
30.	Effective interpersonal and listening skills enabling optimum communication with patients, their carers and the multi-disciplinary team.
31.	To ensure accurate and comprehensive nursing / theatre records, in all formats, are maintained using appropriate documentation.
32.	Contribute to a supportive working environment, which is conducive to uphold morale and well-being all staff.
33.	TRAINING & PROFESSIONAL DEVELOPMENT Strive to stay up to date with evidence-based practice and peri-operative initiatives.
34.	Participate, contribute and develop plans of action based on quality improvement activities (audit, feedback, inspection findings etc.)
35.	Ensure safe use of equipment within the department undertaking/delivering training where necessary.
36.	Participate in performance review, performance management and appraisal programs within the hospital.
37.	Be responsible for induction and mentorship of staff new to the department as allocated.
38.	To act as a resource, supporting and motivating staff members. Prepare, teach and demonstrate theatre practice, applying theory to research based practice.
39.	Support and facilitate students in the department
40.	Undertake Surgical First Assistant duties as part of an extended scope of practice, where appropriately trained and competent.

Your knowledge, skills and experience	
Able to scrub for all specialities and complexities of surgery. (Orthopaedics, Ophthalmology, Gynaecology, Urology, Spinal, Plastics, General Surgery, Minor Vascular and ENT)	Essential
Must be able to teach and assess others on technical aspects of the scrub role	Essential
Act as a circulating member of the Theatre team.	Essential
Assisting with other members of the team in the preparation and clearing of Theatres.	Essential
Experience as a leadership role and Registered Nurse/Health care professional.	Essential

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Experience of working closely with clinicians of varying seniority Excellent communications skills, written and oral	
Able to motivate and support others and encourage effective team working	Essential
Understands the importance of confidentiality and dealing with sensitive information	Essential
Able to prioritise and meet deadlines effectively	Essential
Ability to use initiative and make decisions	Essential
Evaluation of performance, evidence of reflective practice and self-development	Desirable
Evidence of completed competency in scrub for cases undertaken	Desirable
Audit experience	Desirable

Your training and qualifications	
A Registered Healthcare Qualification and a relevant post-registration qualification, including HCPC and/or NMC registration.	Essential
Educated to Diploma/Degree level or equivalent	Essential
Evidence of recent professional development	Essential
Surgical First Assistant qualification	Desirable
Teaching / Mentoring experience and /or qualification	Desirable
Post graduate qualification in peri-operative practice	Desirable
Advanced Life Support	Desirable
Intermediate Life Support	Essential

The way we do things at HMT (our Behaviours)
<i>*See Appendix 1 attached</i>

This job description provides an outline of the role, detailing the main responsibilities and tasks the post holder may be required to undertake. It is not exhaustive, and the post holder may be required to carry out other duties as reasonably requested. The job description may also be updated from time to time to reflect the changing needs of the business

All staff are required to comply with the organisation's policies, procedures, and standards at all times, participating in mandatory and role-specific training, supervision, and appraisal processes. They are expected to uphold a professional approach to work, demonstrating respect, integrity, and accountability in all interactions, and to contribute to a safe environment for patients, residents, colleagues, and visitors in line with Health & Safety regulations. Staff have a duty to safeguard and promote the welfare of vulnerable adults and children, raise concerns in accordance with statutory and organisational procedures, and support the principles

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of Equality, Diversity, and Inclusion. Confidentiality must be maintained at all times, and information handled in accordance with GDPR and organisational requirements.

Staff are also expected to be flexible, undertaking other reasonable duties within their competence to meet the needs of the service, and to contribute to continuous improvement by engaging positively with feedback and change initiatives. The wellbeing and dignity of patients and residents should remain central to all aspects of work, with staff demonstrating commitment to professional standards and the overall goals of the organisation.

Team members will be expected to carry out their duties in line with their terms and conditions and contract of employment, the standards stated in the employee handbook and Health & Safety guidelines and will be required to follow HMT policies and procedures.

I have received a copy of this Job Description; read it, understood it and agreed to it.

Signed.....

Date.....

Job Holder