

Job Description: Theatre Scrub Practitioner – Surgery Centre

About Welbeck: Redefining Private Day Surgery

Welbeck is built on a simple philosophy: medical excellence without compromise. We are a growing network of specialist day-case centres setting a new standard for private healthcare - combining calm, confidence, and clinical credibility in environments designed around people, not process.

We reject the impersonal and process driven. Instead, we create refined, patient-centred spaces where consultants and teams are empowered to deliver world-class care and a seamless patient experience. Every Welbeck centre reflects our belief that excellence is achieved through partnership, purpose, and precision.

About the Surgery Centre

Welbeck Surgery Centre is a state-of-the-art private day surgery facility located in central London, close to the Harley Street medical area. The centre offers a modern, patient-focused approach to day surgery, supported by leading consultants across a wide range of specialities.

The Surgery Centre comprises three laminar flow operating theatres, twelve ensuite patient pods, and three step-up pods. It provides surgical services across orthopaedics, general surgery, colorectal, endoscopy, gynaecology, ENT, cardiac, respiratory, urology, OMFS, pain management, and other specialities.

The centre is part of an ambitious and growing organisation, with future plans for expansion both within the UK and internationally, offering excellent opportunities for professional development.

The Role

Based at Welbeck Surgery Centre – Theatres, this role is ideal for a qualified Nurse or Operating Department Practitioner (ODP) who is registered with the NMC or HCPC and holds a valid PIN. The successful candidate will play a key role in delivering exceptional perioperative care, ensuring patients and their families receive a high standard of safe, compassionate, and holistic support throughout their surgical journey.

As an experienced practitioner, you will act as a clinical expert within the theatre environment, contributing specialist knowledge and supporting multidisciplinary teams to deliver outstanding patient outcomes. You will also take on leadership responsibilities when required, including deputising for senior theatre staff and supporting the smooth day-to-day running of the clinical area.

This role offers the opportunity to contribute to the development and leadership of theatre teams, acting as a positive role model and promoting a culture of professionalism, respect, and continuous improvement. You will work collaboratively with colleagues, consultants, and wider teams, while maintaining a strong focus on patient-centred care and service excellence.

Flexibility is essential, as you will rotate across a range of surgical specialties in line with your skills and experience, helping to ensure the effective delivery of services across the department.

The role requires a proactive and competent individual who can safely undertake a variety of clinical and supportive duties, in line with their training and expertise, while adapting to the changing needs of the theatre environment.

Key Responsibilities

Clinical Responsibilities

- To always adhere to the NMC / HCPC Code of Professional Conduct.
- Promote and maintain the highest standards of individualised nursing/ODP care according to OWSC Policies and Practice, Clinical Guidelines and national standards.
- To assess, plan, implement and evaluate the needs of patients on an ongoing basis, co-ordinating the care given by all members of the clinical team.
- To accurately assimilate and interpret clinical information about the patients' condition, instigate appropriate remedial action and promptly report changes.
- Act as an expert member of the Scrub team either as a scrub or circulating practitioner.
- To act as a resource person to others, providing accurate information, advice and support to the multidisciplinary team, patients and their relatives.
- To ensure that accurate records are maintained reflecting both changes in the **patient's condition** and the treatment delivered.
- To ensure that Clinical Guidelines are implemented and to be actively involved in auditing practice and developing action plans in conjunction with senior colleagues.
- To ensure that practice is evidence based and with support assist in the development of policies and protocols within the clinical area.

- To support the process of continuous quality improvement, assisting in audits etc to formally evaluate standards of care and assist in the implementation of changes in the light of such findings.
- Promote adherence to and fully engage with the WHO Checklist and 5 Steps to Safer Surgery.
- Lead one speciality and co-lead another in a holistic approach and/or other specific departmental tasks agreed with the Theatre Manager/Theatre Coordinator and subsequently communicate to the multidisciplinary team accordingly.

Managerial responsibilities

- Exercise professional accountability as guided by the NMC Code of Conduct/HCPC Standards of Conduct.
- Assist in the management of department workload, effectively ensuring care is prioritised appropriately.
- To contribute positively towards the delivery of a cost effective service, adjusting staffing levels to meet demand and assisting the Theatre In Charge and Theatre Manager to keep within agreed resources.
- To contribute to the ongoing organisation of the unit, including responsibility for a designated area of practice/theatre list on a daily basis, to ensure optimal theatre utilisation at all times, facilitating timely admission and discharge of patients.
- To help ensure that the department has adequate resources / equipment to provide an effective and safe service
- Actively promote the highest standards of client (patient and consultant) experience in consideration to diversity, equality and inclusion.
- Report and contribute to the investigation of near misses and incidents involving patients, visitors, consultants or staff, in accordance with OWSC policy.
- Ensure the timely collection of accurate data using local I.T. systems
- Ensure accurate documentation in relation to patient care and service delivery
- To support in the recruitment and retention; support in sickness management and performance management as determined by senior colleagues and the Theatre Manager.
- To actively support the process of risk management and health & safety – upholding relevant policies to promote this and ensuring incidents, near misses and opportunities for learning are reported appropriately (on Radar) and helping to identify ways of preventing errors and accidents to patients, clients and staff.

- To make a positive contribution to service development affecting the clinical area and positively influence others to adapt to change.
- To assist with the monitoring of stock levels of clinical stores and technical equipment, resolving any shortfall as appropriate.
- To maintain standards of hygiene and cleanliness within the clinical area, initiating remedy actions as appropriate and reporting deficits as appropriate.
- Escalate to senior colleagues when indicated issues and events that require senior involvement or awareness
- To assume leadership role in an individual theatre and resolve problems as necessary and reporting to theatre in charge.
- To maintain confidentiality with regards to personal information pertaining to staff and clients.
- To attend and contribute to departmental meetings as required.

Education and research

- To act as a mentor to junior staff members, responsible for the orientation, supervision and ongoing development of junior and learners, in conjunction with colleagues and senior staff.
- To act as practice supervisor / assessor, responsible for completing competency documents for junior staff within agreed timeframes.
- To act as a mentor to learners undertaking further education as requested, ensuring a positive learning experience, and facilitating the development of their clinical skills.
- May act as a confirmer to other staff members to assist in the revalidation process as required by their respective registration bodies.
- To contribute to the wider learning of the department and OWSC ensuring attendance at and contributing to the delivery of educational activities to the multi-disciplinary team within the department and OWSC.
- To promote and encourage the application of research and of evidence-based practices.
- To participate in any research projects conducted in the clinical area as appropriate.
- To act as a link nurse/ODP to any clinical governance related subject that is relevant to departmental needs ensuring attendance at and contribution to relevant OWSC meetings and ensure dissemination of relevant information from these to all staff within the department.

Personal and Professional Development

The post holder will:

- Be responsible for their own professional development and revalidation, in line with the NMC/HPC requirements.
- Acquire new skills and knowledge to expand nursing practice. This will include computer skills and other initiatives to enhance patient focused care.
- When representing the department, OWSC or profession, the post holder will ensure that this is conducted in a professional manner.
- Maintain an expert awareness of clinical and professional developments in nursing/Operating theatre practice.
- Contribute to the teaching and supervision of learners entering the theatres • Ensure that staff training objectives are being met.
- Assist in the Orientation/Induction Programmes for newly appointed staff, trainees and other members of the multidisciplinary team.

Additional duties/responsibilities

The post holder will:

- Wear uniform at all times, in accordance with the uniform policy.
- Interact with patients, consultants, visitors to the theatre department, other members of the nursing team and managers in positive, supportive and cooperative ways.
- Carry out such other reasonably related duties appropriate to the grade, as assigned by the senior colleagues or management.
- Be prepared to help across the theatre specialities including pre/post op & anaesthetics (acquired skills allowing), if required to do so, to meet the needs of the service.
- Be responsible for reporting their sick and leaves in line with OWSC procedure.

Clinical Governance

All staff with clinical responsibilities are expected to work within the clinical governance arrangements agreed by the OWSC. This is through an established framework through which clinical staff are continuously accountable for improving the quality of services and safeguarding high standards of care by creating an environment in which excellent care will flourish. All clinical staff are expected to maintain appropriate knowledge about, and involvement in, agreed strategies and programmes to continually improve their standards of clinical care through:

- Patient and user involvement
- Risk and complaints management
- Clinical effectiveness and audit programmes
- Continuous Professional Development.

Qualifications and Experience

Essential

- Registered Nurse (Adult) with current NMC registration OR a registered ODP with HCPC registration
- Formal scrub training and at least one year of post-registration experience in a theatre setting
- Current BLS certification
- Excellent communication and interpersonal skills
- Competent IT skills and experience of electronic patient records
- Commitment to equality, diversity and inclusion aligned with healthcare

Desirable

- Previous experience in a theatre setting
- ILS Certification
- Experience in a private healthcare setting
- Experience in independent problem solving as needed in any surgical setting

Key Skills

- Excellent organisational skills
- The ability to work autonomously as well as part of a team
- Excellent interpersonal and communication skills
- The ability to set, implement and evaluate standards of practice
- The ability to work across functions and to manage pressure
- Strong numeracy and literacy skills

Why Welbeck

- **Autonomy & Influence:**-A leadership community that trusts your expertise to drive excellence and growth.
- **Purpose-Driven Culture:** A values-led environment where world-class clinical care and operational performance go hand in hand.
- **Growth & Impact:** Be part of a network defining best practice in day-case healthcare and delivering experiences patients genuinely remember.

Infection Prevention and Control

All Welbeck employees, whether involved directly or indirectly in the provision of healthcare, have a duty to co-operate with and implement business policies and procedures in preventing and controlling infection. This includes co-operation with colleagues and contractors also involved in the provision of healthcare so far as is necessary to enable the Business to meet its obligations under the Health and Social Care Act 2008.

Safeguarding

Welbeck is committed to safeguarding and promoting the welfare of children and young people and adults at risk and expects all staff and volunteers to share this commitment and ensure they work in accordance with the Welbeck Health Partners Safeguarding Child and Adult at Risks Policies and Procedures. Staff should ensure that they remain up to date with safeguarding training requirements and know how to report safeguarding concerns or allegations against staff and should follow safeguarding policy and procedures and the allegations against staff policy.

Confidentiality

Maintain confidentiality in relation to personal data held for colleagues and patients, ensuring that it is processed lawfully; for no purpose other than that for which it was obtained; is relevant to that purpose; is retained for no longer than is necessary; is processed in accordance with the rights of the subject to access and accuracy; and is protected from accidental loss or damage in accordance with the requirements of the Data Protection Act (as amended), and records management guidance.

Maintain confidentiality of patient identifiable personal data using a non-identifiable alternative, where practicable, and limiting access on strictly need to know basis in accordance with the responsibilities of the Business's Caldicott Guardian.

Health and Safety at Work

In addition to the Business responsibilities under the Health and Safety legislation, you are reminded of your responsibilities for health and safety at work under the Health and Safety at Work Act 1974 (as amended) and associated legislation. These include the duty to take reasonable care of the health and safety of yourself and others in your work activities and to co-operate with your employer in the discharge of its statutory duties. You must adhere strictly to the Business policies and procedures on health and safety and report all accidents, dangerous occurrences, unsafe practices or damage to your manager promptly using the Business incident reporting system. You must make use of appropriate training, safety equipment, protective clothing and footwear and attend training. Failure to comply with these requirements may result in disciplinary action.

Risk

Accept personal responsibility for contributing to Welbeck's management of risk, including the reasonable avoidance of any action which would knowingly cause unacceptable risk to self, others, or to the Business. As far as is reasonably practicable attempt to prevent other people from undertaking tasks or actions which would knowingly cause risks to self, others, or to the Business, in accordance with the business policy and training. Identify and report actual or potential hazards/ risks in the work environment in accordance with business policies and take immediate action to minimise risks where it is reasonably practicable to do so.

Identify and report to the appropriate authority incidents of risk, neglect, abuse or endangerment to vulnerable adults and children. Follow, Welbeck Health Partners policy on use of Personal Protective equipment e.g., Masks, Gloves, Visors etc. Awareness of and compliance with Health and Safety Regulations.

Equality and Diversity

The Business recognises the benefits of a diverse workforce reflective of the communities that we serve and is committed to equal opportunities in employment with a devotion to eliminate all forms of unlawful discrimination. The Business aims to promote equality of opportunity and good relations between staff and patients (including volunteers, contractors and bank staff).

All individuals have a duty to adhere to the Business Diversity and Equality Opportunity policy and an individual responsibility towards the application and understanding of the Equality Act 2010.

Inequitable behaviour will not be tolerated, and every person has a responsibility to highlight discriminatory practice.