

Job Description: Bank Scrub Theatre 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 specialties.

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.

The post holder will primarily work as a scrub practitioner, while also supporting the wider theatre team through circulating duties where appropriately trained and competent. They will be responsible for delivering safe and effective perioperative care to patients undergoing a range of surgical procedures within their scope of practice and competence. Working collaboratively with consultants, anaesthetic practitioners, theatre colleagues and the wider multidisciplinary team, the post holder will contribute to the delivery of high standards of patient care and a positive patient experience.

The role requires flexibility, professionalism and the ability to work across a variety of surgical specialities where the appropriate skills and competencies have been obtained. The post holder will contribute to the efficient running of the theatre environment and support the delivery of an excellent service to both patients and consultants. They will undertake only those duties for which they have the necessary experience, training and competence.

As service needs evolve, duties may vary according to speciality and operational requirements. The post holder may also be required to undertake other reasonable duties appropriate to the role and consistent with their level of competence and experience.

Key Responsibilities

Clinical Responsibilities

- Adhere at all times to the NMC Code of Professional Conduct / HCPC Standards of Conduct, Performance and Ethics.
- Deliver safe, effective and individualised patient care in accordance with OWSC policies, clinical guidelines and relevant national standards.
- Undertake the responsibilities of a competent scrub practitioner, maintaining a safe and effective sterile field throughout the procedure.
- Prepare the theatre, instruments, equipment, consumables and specialist equipment required for the scheduled procedure.
- Check that all required equipment, instruments and consumables are available, functional and appropriate for the planned procedure.
- Participate in surgical counts in accordance with OWSC policy and the WHO 5 Steps to Safer Surgery.
- Ensure full compliance with the WHO Surgical Safety Checklist and other relevant safety checks.
- Anticipate the needs of the surgeon and wider surgical team and respond appropriately throughout the procedure.
- Maintain a high standard of aseptic technique and infection prevention and control.
- Identify and respond appropriately to changes in the patient's condition and promptly escalate concerns to the appropriate clinician.

- Maintain accurate and timely clinical documentation.
- Ensure specimens are handled, labelled, documented and transferred in accordance with OWSC policy and the requirements of the relevant laboratory.
- Recognise and respond appropriately to emergency and unplanned situations within the theatre environment.
- Support safe patient positioning, transfer and handling in accordance with relevant procedures.
- Ensure equipment and instruments are managed safely and appropriately throughout the procedure.
- Maintain patient dignity, privacy, confidentiality and respect at all times.
- Communicate effectively with patients, relatives, consultants and members of the multidisciplinary team.
- Act as a professional role model and contribute to a positive and supportive theatre environment.

Theatre and Operational Responsibilities

- Attend allocated bank shifts punctually and be prepared to work in accordance with the theatre schedule and service requirements.
- Participate in theatre preparation, patient admission, procedure set-up, intraoperative care, theatre turnaround and completion of the operating list.
- Ensure the theatre is appropriately prepared before the arrival of the patient.
- Contribute to effective theatre utilisation and efficient patient flow.
- Ensure equipment and clinical supplies are available and report any shortages or faults promptly to the Theatre Coordinator or Theatre Manager.
- Use equipment and resources appropriately and responsibly.
- Report damaged, faulty or missing equipment in accordance with OWSC procedures.
- Maintain high standards of cleanliness and organisation within the theatre environment.
- Work flexibly across surgical specialities where the post holder has the required skills and competencies.
- Support other areas of the Surgery Centre, including Pre/Post-Operative Care and Anaesthetics, where appropriately trained and competent and where required by the service.
- Work collaboratively with permanent and other bank staff to ensure continuity and safe delivery of the service.

Clinical Governance, Risk and Patient Safety

- Work within the OWSC clinical governance framework and contribute to the continuous improvement of patient care.
- Report incidents, near misses, hazards and concerns promptly through the appropriate OWSC reporting processes.
- Participate in investigations and learning from incidents where required.
- Identify and escalate situations that may compromise patient or staff safety.
- Comply with all relevant health and safety policies and procedures.
- Maintain awareness of risk management requirements within the theatre environment.
- Participate in clinical audits and quality improvement activities as required.
- Apply evidence-based practice and relevant clinical guidelines.
- Maintain accurate clinical records and documentation.
- Maintain confidentiality and comply with data protection requirements.
- Contribute to maintaining a safe environment for patients, staff, consultants and visitors.

Infection Prevention and Control

- Comply with all OWSC infection prevention and control policies and procedures.
- Maintain appropriate hand hygiene and adhere to the theatre dress code.
- Maintain aseptic technique and appropriate sterile practice.
- Ensure appropriate cleaning and preparation of equipment and the theatre environment.
- Follow relevant screening and infection prevention requirements.
- Report infection prevention concerns promptly to the appropriate member of staff.
- Support the maintenance of high standards of cleanliness and environmental hygiene within the clinical area.

Communication and Teamwork

- Communicate effectively and respectfully with patients, consultants, colleagues and other members of the multidisciplinary team.

- Establish and maintain positive working relationships within the theatre department.
- Escalate clinical, operational or safety concerns appropriately and in a timely manner.
- Contribute to effective team briefings, debriefings and handovers.
- Demonstrate professional and respectful behaviour at all times.
- Support colleagues during periods of increased activity and respond flexibly to changing service requirements.
- Maintain a positive patient and consultant experience while ensuring that clinical safety remains the priority.

Education and Professional Development

- Maintain professional knowledge and competence appropriate to the role.
- Maintain current NMC or HCPC registration and comply with relevant revalidation requirements.
- Complete all required mandatory training and maintain evidence of compliance.
- Participate in relevant training, competency assessments and professional development activities.
- Maintain and develop clinical skills appropriate to the surgical specialities undertaken.
- Work within personal scope of practice and seek support or supervision where required.
- Share knowledge and support colleagues and learners where appropriate and within the limits of competence.
- Remain aware of developments in perioperative practice and relevant clinical guidance.

Bank Staff Responsibilities

As a bank practitioner, the post holder is expected to:

- Accept shifts only where they are able to meet the required competencies and responsibilities of the role.
- Provide accurate information regarding their availability and professional registration.
- Inform the appropriate manager promptly of sickness or inability to attend an agreed shift in accordance with OWSC procedures.
- Maintain professional standards and conduct irrespective of whether working on a regular or occasional basis.
- Familiarise themselves with relevant OWSC policies, procedures, emergency arrangements and local theatre practices.

- Complete local induction and any required competency assessments before undertaking duties independently.
- Inform the Theatre Coordinator or Theatre Manager if they are unfamiliar with a procedure, equipment or clinical process and require support.
- Work within their level of competence and never undertake a clinical activity for which they have not received appropriate training or assessment.

Qualifications and Experience

Essential

- Registered Nurse (Adult) with current NMC registration OR a registered ODP with HCPC registration
- Relevant perioperative/theatre experience.
- Demonstrable experience working as a **scrub practitioner**.
- Competent in maintaining aseptic technique and sterile practice.
- Knowledge of surgical safety procedures, including the WHO Surgical Safety Checklist.
- Ability to anticipate the needs of the surgical team.
- Ability to work effectively within a multidisciplinary team.
- Good communication and interpersonal skills.
- Ability to recognise and escalate clinical and patient safety concerns appropriately.
- Understanding of infection prevention and control requirements within the theatre environment.
- Understanding of professional accountability and scope of practice.
- Commitment to patient-centred care and maintaining patient dignity and confidentiality.
- Ability to work flexibly across relevant surgical specialities according to competence and service requirements.
- Willingness to undertake mandatory training and maintain professional competence.

Desirable

- Experience across more than one surgical speciality.
- Experience within an independent sector operating theatre environment.

- Experience with a range of specialist surgical equipment.
- Experience supporting learners or junior colleagues.
- Evidence of continuing professional development relevant to perioperative practice.
- Previous experience working in a bank or flexible staffing environment.

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.

Disclosure and Barring Service (DBS)

If the post you are undertaking requires you to complete a DBS disclosure, this will be managed and processed in line with the DBS Policy and at the appropriate level required for the post.