

Job Description: Scrub Practitioner– Treatment Suite (Welbeck Orthopaedics & Neurology)

About Welbeck: Redefining Private Day Surgery

Welbeck is built on a simple philosophy: medical excellence without compromise. We're 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 Role

We are seeking a motivated and skilled Scrub Practitioner to join the team at Welbeck Orthopaedics & Neurology, supporting the safe and efficient delivery of procedures within our new Treatment Suite. The suite focuses on pain management injections, minor orthopaedic surgeries, and infusion therapies. The successful candidate will be part of a multidisciplinary team delivering high standards of patient care in a modern, patient-centred environment. This role offers excellent professional development opportunities within an innovative, growing service.

Key responsibilities

- Works collaboratively with the healthcare team to prepare the operating theatre according to requirements of patient, physician, and procedure, including assembling and providing properly functioning equipment, supplies, and instruments

- Works collaboratively with healthcare team and consultants to ensure preference cards are current and accurate
- Carry out scrub duties according to policies and procedures, contributing to quality improvement, and promoting best evidence-based practice
- Promote a patient-focused approach to care in collaboration with all relevant healthcare professionals
- Ensure appropriate and safe positioning of the patient throughout the procedure
- Monitor and ensure aseptic technique is maintained at all times
- Coordinate and manage traffic flow through theatre during procedures
- Support the theatre team by managing equipment and supplies throughout the procedure and problemsolving as needed
- Ensure sterility and/or high-level disinfection of instruments and supplies according to policy
- Manage tissue and other specimens accurately in accordance with policy
- Document accurately, legibly and in a timely manner in line with policy
- Consider cost containment by ordering and using supplies economically and by managing efficient patient flow
- Organise activities, equipment, supplies, and personnel to provide effective and efficient case management
- Undertake all activities professionally and proficiently, including surgical safety checks
- Transport patients to and from Procedure Room, observing all policies and safety requirements
- Proactively participate as a team member in all aspects of the surgical process
- Actively participate in quality assessment and performance improvement activities
- Provide comfort and reassurance to patients, maintaining their privacy and dignity
- Contribute to theatre equipment checks and report faults promptly
- Assist in implementing clinical protocols and patient safety procedures such as WHO checklists
- Participate in multidisciplinary team huddles and contribute to feedback and service development
- Adhere to the professional code of conduct

Qualifications and experience

- Registered Nurse with current NMC registration (essential) or Registered ODP with scrub training and HCPC registration
- A minimum of 1 year post-registration experience in a theatre setting (essential)
- Current BLS certification (essential); ILS certification (preferred)
- Experience in providing safe and effective intraoperative service in various specialities (desirable)
- Experience in independent problem solving in a surgical setting (desirable)

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 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.

Disclosure and Barring Service (DBS)

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