

Cardiothoracic Organ Preservation Practitioner (Theatre Practitioner)

Job Purpose

The post holder will form part of the National Organ Retrieval Service (NORS). This is a national service directly responsible to its commissioners (NHS Blood and Transplant) providing specialist organ procurement and organ preservation services.

The post-holder will provide organ preservation support within the National Organ Retrieval Service (NORS) team. This will include, but not limited to the retrieval of the following organs:

Heart

Lungs

Associated tissues and vessels

Knowledge, Training & Experience

First Level Registered Nurse with current professional registration with the Nursing and Midwifery Council (NMC)

OR

Diploma in Operating Department Practice (or equivalent health sciences qualification) with current professional registration with the Health & Care Professions Council (HCPC)

Demonstrates excellent communication and leadership skills

Evidence of completion of retrieval training leading to certificate of competence form NHSBT and inclusion in register of competent practitioners

Commitment to on-going professional development and maintenance of competence in line with NHSBT recommendations.

Dimensions:

The post holder will demonstrate a high level of skill in cardio-thoracic organ perfusion and preservation in cadaveric organ retrieval and demonstrate a high level of knowledge in a general perioperative setting.

The post holder will act as a resource of knowledge in all aspects of cardio-thoracic organ preservation techniques and associated technology and support the development of standards of practice, policies, and procedures at all levels.

The post holder will provide knowledge of up-to-date developments in the field of cardio-thoracic organ preservation and within the general perioperative environment and promote best practice within the NORS teams.

The post holder will provide support for all aspects of cardio-thoracic organ preservation and perfusion under the direction of the lead retrieval surgeon in the context of NORS where they will be required to work out with direct supervision.

The post holder will commit to on-going professional development ensuring competence in the role is attained and maintained in line with NORS guidelines.

The post holder will have a Professional Personal Development Plan and be reviewed annually.

Most Challenging parts of the post

The post holder will be required to make clinical decisions in conjunction with other members of the multidisciplinary team based on the analysis and assessment of complex and often contentious information and will utilise their knowledge of cardio-thoracic organ perfusion and preservation resource to enable other members of the multidisciplinary team to make informed decisions.

The post holder will motivate and inspire confidence in the multidisciplinary team NORS team.

The post holder will discharge their role safely and effectively accounting for the competing priorities and demands of the NORS.

The post holder will ensure the highest standards of service within a defined financial resource

The post holder will drive the implementation of change and act as an agent for change

The post holder will display effective time management accounting for the competing demands of the multifunctional role

The post holder will ensure the effective use of resources within area of responsibility

The post holder will discharge their duties in a manner that is ambassadorial to organ donation, retrieval and transplantation.

Physical, Mental, Emotional and Environmental demands of the post

Physical Skill:

Competent in all aspects of cardio-thoracic organ preservation and perfusion; including associated applicable novel technology

Good manual dexterity

Ability to multi-task and support the preservation of multiple organs

Able to react rapidly in an emergency situation

Physical Effort:

Frequent moving and handling of unconscious and deceased patients

Moving and safe handling of clinical equipment, beds, operating tables etc.

Standing for long periods

Sitting / travelling for long periods by road or air.

Movement of heavy retrieval equipment in unfamiliar environments (unknown terrain, distance, poor lighting etc).

Mental Demand:

Prolonged concentration is required during lengthy complex procedures

Time management within the context of competing demands of the NORS

Ability to respond rapidly to unforeseen changes in a patient's condition

Manage own workload responsibility in the context of NORS

Ability to interpret and communicate complex clinical information

Ability to coordinate the perioperative team and possess excellent negotiating skills

Emotional Demands:

Working within a high pressure area due to the demands of the service

Regular exposure to emotional demands of deceased donor surgery in relation to organ retrieval

Communication of complex and contentious issues with the multidisciplinary team

Managing personal / interpersonal stressors

Occasional challenging / severely challenging behaviour from colleagues

Environmental and Working Conditions:

Exposure to body fluids and rigid adherence to standard precautions

Lack of day light in working environment

Regular requirement to work extended unsocial hours arising from unpredictable natures of organ retrieval

Limited availability of food & fluids during extended periods of work.