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\* New profile June 2019

# National profiles for Theatre Nurses

**Profile Label:** Theatre Nurse

**Job Statement:**

1. Assesses, develops, implements and evaluates programmes of care for patients undergoing theatre procedures
2. Prepares and assembles theatre instruments

Factor	Relevant Job Information	JE level
1. <b>Communication &amp; Relationship Skills</b>	<b>Provide and receive complex, sensitive information, barriers to understanding</b> Communicates information concerning patient's history, clinical procedures, sensitive issues, patients with special needs: requires persuasive, empathic, reassurance skills, some patients have special needs, learning disabilities	4(a)
2. <b>Knowledge, Training &amp; Experience</b>	<b>Expertise within specialism, underpinned by theory</b> Professional/clinical knowledge acquired through training to degree or equivalent level	5
3. <b>Analytical &amp; Judgemental Skills</b>	<b>Judgements involving range of facts and situations, requiring analysis, comparison of range of options</b> Assesses patient conditions, monitors patients for adverse reactions, suitability for transfer or discharge	3
4. <b>Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities, some ongoing</b> Organises own meetings, workload, equipment required for clinical procedures; may plan and organise colleagues' work	2
5. <b>Physical Skills</b>	<b>Developed physical skills, manipulation of objects, people; narrow margins for error; highly developed physical skills, accuracy important, manipulation of fine tools, materials</b> Manoeuvres patients into position; intravenous injections, setting up equipment in theatre, laryngeal mask insertion	3(a)(b)
6. <b>Responsibility for Patient/Client Care</b>	<b>Develops programmes of care</b> Assesses: plans, implements and evaluates clinical care of patients in theatres	5(a)
7. <b>Responsibility for Policy/Service Development</b>	<b>Follow policies in own role, may be required to comment</b> Follows departmental procedures, comments on possible developments	1
8. <b>Responsibility for Financial &amp; Physical Resources</b>	<b>Safe use of equipment other than equipment used personally; maintaining stock control; safe use of expensive or highly complex equipment</b> Assembles, dismantles surgical equipment for use by others; orders supplies; uses complex, expensive theatre equipment	2(b)(c)(e)
9. <b>Responsibility for Human Resources</b>	<b>Demonstrate own activities to new or less experienced staff/ professional/clinical supervision</b> Demonstrates on activities/supervises students, trainees	1/2(b)
10. <b>Responsibility for Information Resources</b>	<b>Record personally generated information</b> Maintains patient records	1
11. <b>Responsibility for Research &amp; Development</b>	<b>Undertake surveys or audits as necessary to own work/undertake R&amp;D activity; clinical trials; test equipment, adaptation</b> Undertakes R&D; clinical trials; tests equipment	1/2(a)(b)(c)
12. <b>Freedom to Act</b>	<b>Clearly defined occupational policies, work is managed rather than supervised</b> Works within codes of practice and professional guidelines	3
13. <b>Physical Effort</b>	<b>Frequent sitting or standing in a restricted position; occasional/frequent moderate weights for several short periods</b> Standing at operating table; manoeuvres equipment, patients for procedures, pushes and pulls theatre trolleys, manipulates heavy drills	2(a)(d)–3(c)
14. <b>Mental Effort</b>	<b>Frequent concentration, predictable work pattern/occasional prolonged concentration</b> Concentration in theatre —setting up equipment, checking patients in, assisting during operations/ operations may be prolonged	2(a)/3(b)
15. <b>Emotional Effort</b>	<b>Occasional/frequent distressing or emotional circumstances; occasional/frequent highly distressing or emotional circumstances</b> Dealing with distressed patients, relatives/deaths in theatre, major trauma cases	2(a)/3(a)(b)/4(b)
16. <b>Working Conditions</b>	<b>Frequent highly unpleasant working conditions</b> Body fluids, foul linen	4 (b)
<b>JE Score/Band</b>	<b>JE Score 346–384</b>	<b>Band 5</b>

# National profiles for Theatre Nurses

**Profile Label:**  
**Job Statement:**

**Theatre Nurse/Practitioner**

1. Assesses, develops, implements and evaluates programmes of care for undergoing theatre procedures
2. Prepares and assembles theatre instruments and equipment

Factor	Relevant Job Information	JE Level	JE Score
1. Communication & Relationship Skills	<b>Provides and receives complex, sensitive information requiring persuasive, empathic and reassurance skills; co-operation required; or where there are barriers to understanding.</b> Communicates sensitive information concerning adult and child patient's medical condition/patient history/clinical procedures, requires empathy, persuasive, reassurance skills; some patients have special needs/learning disabilities.	4 (a)	32
2. Knowledge, Training & Experience	<b>Understanding of a range of work procedures, which requires expertise within a specialism, underpinned by theory</b> Professional/Clinical knowledge of theatre procedures acquired through training to degree/diploma.	5	120
3. Analytical & Judgemental Skills	<b>Judgements involving a range of facts and situations, requiring analysis, comparison of range of options.</b> Assesses patients conditions, monitors patients for adverse reactions, suitability for transfer.	3	27
4. Planning & Organisational Skills	<b>Plan and organise straightforward activities, some ongoing.</b> Organises own meetings, workload, equipment required for clinical procedures; may plan and organise colleagues' work.	2	15
5. Physical Skills	<b>Developed physical skills, manipulation of objects, people; narrow margins for error; highly developed physical skills, accuracy important, manipulation of fine tools, materials.</b> Manoeuvres patient into position; intravenous injections, assembles instruments/equipment in theatre e.g. laryngeal mask insertion.	3 (a)(b)	27
6. Responsibility for Patient/Client Care	<b>Develops programmes of care.</b> Assesses, plans, implements and evaluates clinical care of patients in theatres both peri-operative and post-operative.	5(a)	30
7. Responsibility for Policy/Service Development	<b>Follow policies in own role, may be required to comment.</b> Follows departmental procedures, comments on possible developments in theatre.	1	5
8. Responsibility for Financial & Physical Resources	<b>Safe use of equipment other than equipment used personally; maintaining stock control; safe use of expensive or highly complex equipment.</b> Assembles, dismantles surgical equipment; orders stock and supplies for theatre; undertakes pre-use checks of anaesthetic equipment.	2 (b)(c)	12
9. Responsibility for Human Resources	<b>Demonstrates own activities to new or less experienced employees/ Responsible for day-to-day supervision of staff: regularly responsible for clinical supervision.</b> Demonstrates own duties to new starters and staff/supervises work of staff; Clinical supervision of staff or students	1 – 2 (a) (b)	5 – 12
10. Responsibility for Information Resources	<b>Record personally generated clinical observations and information.</b> Maintains patient records.	1	4
11. Responsibility for Research & Development	<b>Undertakes surveys or audits as necessary to own work/undertake R&amp;D activity; clinical trials; test equipment, adaptation.</b> Undertake R&D; may participate in clinical trials/regularly participate in clinical trials; tests equipment.	1 -2(a)(b)(c)	5 – 12
12. Freedom to Act	<b>Clearly defined occupational policies, work is managed rather than supervised.</b> Works within codes of practice and professional guidelines.	3	21
13. Physical Effort	<b>Frequent sitting or standing in a restricted position; occasional/frequent moderate weights for several short periods.</b> Standing at an operating table; manoeuvring equipment, patients for procedures/pushes and pulls theatre trolleys and equipment several times a day.	2(a)(d) – 3(c)	7 – 12

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<b>14. Mental Effort</b>	<b>Frequent concentration, predictable work pattern/occasional prolonged concentration.</b> Concentration in theatre – setting up instruments and equipment, checking patients in, assisting during operations/prolonged concentration for some surgical procedures.	2(a) - 3(b)	7 – 12
<b>15. Emotional Effort</b>	<b>Occasional/frequent distressing or emotional circumstances; occasional/frequent highly distressing or emotional circumstances.</b> Dealing with distressed patients, relatives/deaths in theatre, major trauma cases.	2(a) - 3(a)(b) - 4(b)	11 – 18 – 25
<b>16. Working Conditions</b>	<b>Frequent highly unpleasant working conditions.</b> Body fluids, foul linen.	4(b)	18
<b>JE Score/Band</b>		<b>Band 5</b>	<b>353 - 384</b>

# National profiles for Theatre Nurses

**Profile Label:** Theatre Nurse Specialist

**Job Statement:**

1. Assesses, develops, implements and evaluates programmes of care for patients undergoing theatre procedures
2. Provides clinical or day to day supervision to junior staff; may act as a mentor and assessor

Factor	Relevant Job Information	JE level
1. <b>Communication &amp; Relationship Skills</b>	<b>Provide and receive complex, sensitive information; barriers to understanding</b> Communicates information concerning patient's history, sensitive issues, some patients with special needs; requires persuasive, empathic, reassurance skills, some patients have special needs, learning disabilities	4(a)
2. <b>Knowledge, Training &amp; Experience</b>	<b>Specialist knowledge across range of procedures underpinned by theory</b> Professional knowledge acquired through degree or equivalent level plus practical experience plus further study or qualification	6
3. <b>Analytical &amp; Judgemental Skills</b>	<b>Range of facts or situations requiring analysis and comparison of a range of options/complex facts or situations requiring analysis, interpretation and comparison of range of options</b> Assesses patient conditions/judgements on a variety of complex clinical problems: which require investigating, analysing and assessing.	3-4
4. <b>Planning &amp; Organisational Skills</b>	<b>Plan &amp; organise straightforward activities, some on-going/complex activities or programmes, requiring formulation, adjustment</b> Staff rotas. induction/ organises & co-ordinates staff from different disciplines	2-3
5. <b>Physical Skills</b>	<b>Developed physical skills, manipulation of objects, people, narrow margins for error; highly developed physical skills, accuracy important, manipulation of fine tools, materials</b> Manoeuvres patients into position; dexterity and accuracy required for intravenous injections, setting up equipment in theatre, laryngeal mask insertion	3(a)(b)
6. <b>Responsibility for Patient/Client Care</b>	<b>Develop programmes of care/ care packages</b> Assesses plans implements and evaluates clinical care of patients	5(a)
7. <b>Responsibility for Policy/Service Development</b>	<b>Follow policies in own role, may be required to comment/implements policies and propose changes to practices, procedures for own area</b> Follows departmental policies, may comment on changes/proposes changes to policies and procedures	1-2
8. <b>Responsibility for Financial &amp; Physical Resources</b>	<b>Safe use of equipment other than equipment used personally; maintain stock control; authorised signatory, small payments; use of expensive, highly complex equipment</b> Ensures ventilation and theatre equipment safe; orders supplies; authorises overtime and small purchases; use of complex, expensive theatre equipment	2 (b) (c) (d)(e)
9. <b>Responsibility for Human Resources</b>	<b>Day to day supervision; profession/ clinical supervision; provide practical training</b> Supervises work of staff; clinical supervision; trains others in theatre procedures	2 (a) (b) (c)
10. <b>Responsibility for Information Resources</b>	<b>Record personally generated information</b> Maintains patient records	1
11. <b>Responsibility for Research &amp; Development</b>	<b>Undertake surveys, audits as necessary to own work; occasionally/regularly undertake R&amp;D activity; clinical trials; equipment testing, adaptation</b> Participates in surveys, audits, research/ regularly undertakes research; clinical trials; equipment testing	1/2(a)(b) (c)
12. <b>Freedom to Act</b>	<b>Clearly defined occupational policies, work is managed rather than supervised</b> Works within codes of practice and professional guidelines	3
13. <b>Physical Effort</b>	<b>Frequent moderate effort for several short periods</b> Manoeuvres equipment, patients for procedures, pushes and pulls theatre trolleys	3(c)
14. <b>Mental Effort</b>	<b>Occasional/frequent prolonged concentration</b> Prolonged concentration during complex surgery	3(b)/4(a)
15. <b>Emotional Effort</b>	<b>Occasional/frequent distressing or emotional circumstances; occasional/frequent highly distressing or emotional circumstances</b> Dealing with distressed patients, relatives; deaths of patients, major trauma	2(a)/ 3(a)(b)/ 4(b)
16. <b>Working Conditions</b>	<b>Frequent highly unpleasant working conditions</b> Body fluids, foul linen	4(b)
<b>JE Score/Band</b>	<b>JE Score 399–460</b>	<b>Band 6</b>

# National profiles for Theatre Nurses

**Profile Label:**  
**Job Statement:**

## Theatre Nurse/Practitioner Higher Level

1. Assesses, develops, implements and evaluates programmes of care for patients undergoing theatre procedures. This may be carried out in a specialist area and/or using specialist skills
2. Provides clinical or day-to-day supervision to new/less-experienced staff, HCSW, students; may act as a mentor and assessor

Factor	Relevant Job Information	JE Level	JE Score
1. Communication & Relationship Skills	<b>Provides and receives complex, sensitive information requiring empathic and reassurance skills; co-operation required; or where there are barriers to understanding.</b> Communicates sensitive information concerning adult and child patient's medical condition/patient history/clinical procedures, requires empathy, persuasive, reassurance skills; some patients have special needs/learning disabilities.	4(a)	32
2. Knowledge, Training & Experience	<b>Specialist knowledge across a range of procedures underpinned by theory.</b> Professional knowledge acquired through degree supplemented by diploma level specialist training, experience, short courses	6	156
3. Analytical & Judgemental Skills	<b>Complex facts and/or situations, requiring analysis, interpretation and comparison of range of options.</b> Skills for assessing and interpreting complex needs of patients; judgements on a variety of complex clinical problems, which require investigating, analysing and assessing.	4	42
4. Planning & Organisational Skills	<b>Plan and organise straightforward activities, some ongoing.</b> Organise the provision of the relevant equipment required for clinical procedures, plan staff rotas, co-ordinate staff.	2	15
5. Physical Skills	<b>Developed physical skills, manipulation of objects, people; narrow margins for error; highly developed physical skills, accuracy important, manipulation of fine tools, materials.</b> Manoeuvres patient into position; intravenous injections, assembles instruments/equipment in theatre e.g. laryngeal mask insertion.	3(a)(b)	27
6. Responsibility for Patient/Client Care	<b>Develop specialised programmes of care/care packages; provide highly specialised advice.</b> Develops and implements specialist programmes of care; gives specialist advice to patients and staff.	6	39
7. Responsibility for Policy/Service Development	<b>Follow policies in own role, may be required to comment/implements policies and proposes changes to practice, procedures for own area.</b> Follows departmental procedures, may comment on changes/proposes changes to policies and procedures in theatre.	1 - 2	5 – 12
8. Responsibility for Financial & Physical Resources	<b>Safe use of equipment other than equipment used personally; maintaining stock control; safe use of expensive or highly complex equipment.</b> Assembles, dismantles surgical equipment; orders stock and supplies for theatre; undertakes pre-use checks of anaesthetic equipment.	2 (b)(c)(e)	12
9. Responsibility for Human Resources	<b>Responsible for day-to-day supervision; Regularly responsible for professional or clinical supervision; Regularly responsible for providing practical training.</b> Supervises work of staff; clinical supervision of staff or students; trains others in theatre procedures.	2 (a)(b)(c)	12
10. Responsibility for Information Resources	<b>Record personally generated clinical observations and information.</b> Maintains patient records.	1	4
11. Responsibility for Research & Development	<b>Undertakes surveys or audits as necessary to own work/undertake R&amp;D activity; clinical trials; test equipment, adaptation.</b> Undertake R&D; may participate in clinical trials/regularly participate in clinical trials; tests equipment.	1 – 2(a)(b)(c)	5 – 12
12. Freedom to Act	<b>Clearly defined occupational policies, work is managed rather than supervised.</b> Works within codes of practice and professional guidelines.	3	21

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<b>13. Physical Effort</b>	<b>Frequent sitting or standing in a restricted position; occasional/frequent moderate weights for several short periods.</b> Standing at an operating table; manoeuvring equipment, patients for procedures/pushes and pulls theatre trolleys and equipment several times a day.	2(a)(d) - 3(c)	7 – 12
<b>14. Mental Effort</b>	<b>Frequent concentration, predictable work pattern/occasional prolonged concentration.</b> Concentration in theatre – setting up instruments and equipment, checking patients in, assisting during operations/prolonged concentration for some surgical procedures.	2(a) – 3(b)	7 – 12
<b>15. Emotional Effort</b>	<b>Occasional/frequent distressing or emotional circumstances; occasional/frequent highly distressing or emotional circumstances.</b> Dealing with distressed patients, relatives/deaths in theatre, major trauma cases.	2(a) – 3(a)(b) – 4(b)	11 – 18 – 25
<b>16. Working Conditions</b>	<b>Frequent highly unpleasant working conditions.</b> Body fluids, foul linen.	4(b)	18
<b>JE Score/Band</b>		<b>Band 6</b>	<b>423 - 457</b>