

# National profiles for theatre nurse

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## Version history and amendments

<b>Action</b>	<b>Date</b>	<b>Notes</b>
	Nov 2023	Profile suite has been transferred onto new template. No changes to wording, scores or levels.



<b>Profile Suite and Label</b>	<b>Theatre Nurse</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Assesses, develops, implements and evaluates programmes of care for patients undergoing theatre procedures</li> <li>2. Prepares and assembles theatre instruments</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<p><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</p>	4(a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<p><b>Expertise within specialism, underpinned by theory</b>            Professional/clinical knowledge acquired through training to degree or equivalent level</p>	5	120
3.	<b>Analytical &amp; Judgemental Skills</b>	<p><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</p>	3	27
4.	<b>Planning &amp; Organisational Skills</b>	<p><b>Plan and organise straightforward activities, some ongoing</b>            Organises own meetings, workload, equipment required for clinical procedures; may plan and organise colleagues' work</p>	2	15
5.	<b>Physical Skills</b>	<p><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</p>	3(a)(b)	27
6.	<b>Patient/Client Care</b>	<p><b>Develops programmes of care</b>            Assesses, plans, implements and evaluates clinical care of patients in theatres</p>	5(a)	30
7.	<b>Policy/Service Development</b>	<p><b>Follow policies in own role, may be required to comment</b>            Follows departmental procedures, comments on possible developments</p>	1	5
8.	<b>Financial &amp; Physical Resources</b>	<p><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</p>	2(b)(c)(e)	12
9.	<b>Human Resources</b>	<p><b>Demonstrate own activities to new or less experienced staff/professional/clinical supervision</b>            Demonstrates on activities/supervises students, trainees</p>	1/2(b)	5-12
10.	<b>Information Resources</b>	<p><b>Record personally generated information</b>            Maintains patient records</p>	1	4
11.	<b>Research &amp; Development</b>	<p><b>Undertake surveys or audits as necessary to own work/undertake R&amp;D activity; clinical trials; test equipment, adaptation</b>            Undertakes R&amp;D; clinical trials; tests equipment</p>	1/2(a)(b)(c)	5-12



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	21
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)	7-12
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)	7-12
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)	11-18- 25
16.	<b>Working Conditions</b>	<b>Frequent highly unpleasant working conditions</b> Body fluids, foul linen	4 (b)	18
<b>JE Score 346-384</b>			<b>Band 5</b>	



<b>Profile Suite and Label</b>	<b>Theatre Nurse - Theatre Nurse/Practitioner</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Assesses, develops, implements and evaluates programmes of care for undergoing theatre procedures</li> <li>2. Prepares and assembles theatre instruments and equipment</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<p><b>Provides and receives complex, sensitive information requiring persuasive, empathic and reassurance skills; co-operation required; or where there are barriers to understanding.</b></p> <p>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.</p>	4 (a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<p><b>Understanding of a range of work procedures, which requires expertise within a specialism, underpinned by theory</b></p> <p>Professional/Clinical knowledge of theatre procedures acquired through training to degree/diploma.</p>	5	120
3.	<b>Analytical &amp; Judgemental Skills</b>	<p><b>Judgements involving a range of facts and situations, requiring analysis, comparison of range of options.</b></p> <p>Assesses patients conditions, monitors patients for adverse reactions, suitability for transfer.</p>	3	27
4.	<b>Planning &amp; Organisational Skills</b>	<p><b>Plan and organise straightforward activities, some ongoing.</b></p> <p>Organises own meetings, workload, equipment required for clinical procedures; may plan and organise colleagues' work.</p>	2	15
5.	<b>Physical Skills</b>	<p><b>Developed physical skills, manipulation of objects, people; narrow margins for error; highly developed physical skills, accuracy important, manipulation of fine tools, materials.</b></p> <p>Manoeuvres patient into position; intravenous injections, assembles instruments/equipment in theatre e.g. laryngeal mask insertion.</p>	3 (a)(b)	27
6.	<b>Patient/Client Care</b>	<p><b>Develops programmes of care.</b></p> <p>Assesses, plans, implements and evaluates clinical care of patients in theatres both peri-operative and post-operative.</p>	5(a)	30
7.	<b>Policy/Service Development</b>	<p><b>Follow policies in own role, may be required to comment.</b></p> <p>Follows departmental procedures, comments on possible developments in theatre.</p>	1	5
8.	<b>Financial &amp; Physical Resources</b>	<p><b>Safe use of equipment other than equipment used personally; maintaining stock control; safe use of expensive or highly complex equipment.</b></p> <p>Assembles, dismantles surgical equipment; orders stock and supplies for theatre; undertakes pre-use checks of anaesthetic equipment.</p>	2 (b)(c)	12
9.	<b>Human Resources</b>	<p><b>Demonstrates own activities to new or less experienced employees/ Responsible for day-to-day supervision of staff: regularly responsible for clinical supervision.</b></p> <p>Demonstrates own duties to new starters and staff/supervises work of staff; Clinical supervision of staff or students</p>	1 – 2 (a) (b)	5 – 12



10.	<b>Information Resources</b>	<b>Record personally generated clinical observations and information.</b> Maintains patient records.	1	4
11.	<b>Research &amp; Development</b>	<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.	<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	21
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 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
14.	<b>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
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)	11 – 18 – 25
16.	<b>Working Conditions</b>	<b>Frequent highly unpleasant working conditions.</b> Body fluids, foul linen.	4(b)	18
<b>JE Score 353-384</b>			<b>Band 5</b>	



<b>Profile Suite and Label</b>	<b>Theatre Nurse - Theatre Nurse Specialist</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Assesses, develops, implements and evaluates programmes of care for patients undergoing theatre procedures</li> <li>2. Provides clinical or day to day supervision to junior staff; may act as a mentor and assessor</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1	<b>Communication &amp; Relationship Skills</b>	<p><b>Provide and receive complex, sensitive information; barriers to understanding</b></p> <p>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</p>	4(a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<p><b>Specialist knowledge across range of procedures underpinned by theory</b></p> <p>Professional knowledge acquired through degree or equivalent level plus practical experience plus further study or qualification</p>	6	156
3.	<b>Analytical &amp; Judgemental Skills</b>	<p><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></p> <p>Assesses patient conditions/judgements on a variety of complex clinical problems: which require investigating, analysing and assessing.</p>	3-4	27-42
4.	<b>Planning &amp; Organisational Skills</b>	<p><b>Plan &amp; organise straightforward activities, some on-going/complex activities or programmes, requiring formulation, adjustment</b></p> <p>Staff rotas. induction/ organises &amp; co-ordinates staff from different disciplines</p>	2-3	15-27
5.	<b>Physical Skills</b>	<p><b>Developed physical skills, manipulation of objects, people, narrow margins for error; highly developed physical skills, accuracy important, manipulation of fine tools, materials</b></p> <p>Manoeuvres patients into position; dexterity and accuracy required for intravenous injections, setting up equipment in theatre, laryngeal mask insertion</p>	3(a)(b)	27
6.	<b>Patient/Client Care</b>	<p><b>Develop programmes of care/ care packages</b></p> <p>Assesses plans implements and evaluates clinical care of patients</p>	5(a)	30
7.	<b>Policy/Service Development</b>	<p><b>Follow policies in own role, may be required to comment/implements policies and propose changes to practices, procedures for own area</b></p> <p>Follows departmental policies, may comment on changes/proposes changes to policies and procedures</p>	1-2	5-12
8.	<b>Financial &amp; Physical Resources</b>	<p><b>Safe use of equipment other than equipment used personally; maintain stock control; authorised signatory, small payments; use of expensive, highly complex equipment</b></p> <p>Ensures ventilation and theatre equipment safe; orders supplies; authorises overtime and small purchases; use of complex, expensive theatre equipment</p>	2 (b) (c) (d)(e)	12
9.	<b>Human Resources</b>	<p><b>Day to day supervision; profession/ clinical supervision; provide practical training</b></p> <p>Supervises work of staff; clinical supervision; trains others in theatre procedures</p>	2 (a) (b) (c)	12



10.	<b>Information Resources</b>	<b>Record personally generated information</b> Maintains patient records	1	4
11.	<b>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)	5-12
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	21
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)	12
14.	<b>Mental Effort</b>	<b>Occasional/frequent prolonged concentration</b> Prolonged concentration during complex surgery	3(b)/4(a)	12-18
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)	11-18- 25
16.	<b>Working Conditions</b>	<b>Frequent highly unpleasant working conditions</b> Body fluids, foul linen	4(b)	18
<b>JE Score 399-460</b>			<b>Band 6</b>	



<b>Profile Suite and Label</b>	<b>Theatre Nurse - Theatre Nurse/Practitioner Higher Level</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>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</li> <li>2. Provides clinical or day-to-day supervision to new/less-experienced staff, HCSW, students; may act as a mentor and assessor</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<p><b>Provides and receives complex, sensitive information requiring empathic and reassurance skills; co-operation required; or where there are barriers to understanding.</b></p> <p>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.</p>	4(a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<p><b>Specialist knowledge across a range of procedures underpinned by theory.</b></p> <p>Professional knowledge acquired through degree supplemented by diploma level specialist training, experience, short courses</p>	6	156
3.	<b>Analytical &amp; Judgemental Skills</b>	<p><b>Complex facts and/or situations, requiring analysis, interpretation and comparison of range of options.</b></p> <p>Skills for assessing and interpreting complex needs of patients; judgements on a variety of complex clinical problems, which require investigating, analysing and assessing.</p>	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<p><b>Plan and organise straightforward activities, some ongoing.</b></p> <p>Organise the provision of the relevant equipment required for clinical procedures, plan staff rotas, co-ordinate staff.</p>	2	15
5.	<b>Physical Skills</b>	<p><b>Developed physical skills, manipulation of objects, people; narrow margins for error; highly developed physical skills, accuracy important, manipulation of fine tools, materials.</b></p> <p>Manoeuvres patient into position; intravenous injections, assembles instruments/equipment in theatre e.g. laryngeal mask insertion.</p>	3(a)(b)	27
6.	<b>Patient/Client Care</b>	<p><b>Develop specialised programmes of care/care packages; provide highly specialised advice.</b></p> <p>Develops and implements specialist programmes of care; gives specialist advice to patients and staff.</p>	6	39
7.	<b>Policy/Service Development</b>	<p><b>Follow policies in own role, may be required to comment/implements policies and proposes changes to practice, procedures for own area.</b></p> <p>Follows departmental procedures, may comment on changes/proposes changes to policies and procedures in theatre.</p>	1 - 2	5 – 12
8.	<b>Financial &amp; Physical Resources</b>	<p><b>Safe use of equipment other than equipment used personally; maintaining stock control; safe use of expensive or highly complex equipment.</b></p> <p>Assembles, dismantles surgical equipment; orders stock and supplies for theatre; undertakes pre-use checks of anaesthetic equipment.</p>	2 (b)(c)(e)	12



9.	<b>Human Resources</b>	<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.	<b>Information Resources</b>	<b>Record personally generated clinical observations and information.</b> Maintains patient records.	1	4
11.	<b>Research &amp; Development</b>	<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.	<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	21
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 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
14.	<b>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
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)	11 – 18 – 25
16.	<b>Working Conditions</b>	<b>Frequent highly unpleasant working conditions.</b> Body fluids, foul linen.	4(b)	18
<b>JE Score 413-451</b>			<b>Band 6</b>	