HEALTH AND SOCIAL CARE OF NORTHERN IRELAND

A GUIDE TO BEING A PERIOPERATIVE NURSE







BE PROUD. BE PART OF IT. FOREWORD CONTENTS



A few words from the Chief Nursing Officer, Professor Charlotte McArdle

'I am delighted that you are reading this brochure and already considering the exciting possibility of working with us. Northern Ireland (NI) is a fabulous place to live, nurse and learn. You can have a wonderful and fulfilling career in Nursing within the Health and Social Care (HSC) family and at the same time find plenty of time for an active lifestyle. Our people are our greatest strength.

66 There are lots of opportunities for career development... which looks to an exciting future. 99

They work hard to provide the care needed by both patients and service users; and without their skill, dedication and commitment our HSC system simply would not work.

You as a Registered Nurse or as a Nursing Assistant / Senior Nursing Assistant will have a key role to play and I know you will contribute a lot to the care of our citizens and you will also be rewarded with an exciting career and a new extended family.

There are lots of opportunities for career development as part of our transformation programme Delivering Together and the Rebuilding Programme Strategic Framework which looks to an exciting future for HSC in NI.

This includes new nursing roles, extended practice and continuous learning and development. I hope that you find the brochure informative and that it encourages you to take the next step in developing your nursing career with us in NI, a great place to live, work and have an active lifestyle'.











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SECTION 1: BENEFITS OF WORKING IN HEALTH CARE



Annual Leave and Statutory / Public Holiday

The HSC offers excellent provision for annual leave and Public / Statutory Holidays as follows which vary slightly for different staff groups but generally range between 27 – 33 days annual leave plus 10 statutory/ public holidays.

Human Resource Policies

The HSC offers a wide range of Human Resource policies to underpin the value that is placed on its staff such as:

- A range of Work Life Balance / Flexible Working Policies;
- · Cycle to Work Scheme;
- · Savings on Social and Leisure Facilities;
- Excellent Employee Health & Well-being Support;
- · Free or low cost parking across its sites;
- · A strong commitment to Equality of Opportunity.

Continuous Professional Development

The HSC offers a strong continuous professional development ethos through Annual Personal Development Reviews and Personal Development Planning.

Modern Facilities

The HSC is continually updating its facilities to ensure modern 'State of the Art' care environments for all its service users and staff.

HSC Pension Schemes / HPSS Superannuation Scheme

One of the leading pension schemes available, HSC staff may choose to join the Health & Social Care Pension Scheme. Further information may be obtained from the HSC Pension Service Website at www.hscpensions.hscni.net. Applicants who are already members of the HPSS Superannuation Scheme may continue with their current arrangements.

Further information on these and other policies are available on request.

Committed to Equality of Opportunity

The HSC recognises and values the diversity of its workforce and the population it serves. The HSC is committed to a working environment free from intimidation of any kind. Through a systematic and objective recruitment and selection process, the HSC is committed to ensuring that appointment decisions are taken solely on the basis of merit.

HSCNI offers competitive remuneration packages with excellent Terms & Conditions of Service. Other than Medical & Dental staff, all other staff are on the Agenda for Change Terms & Conditions of service which can be viewed on: https://www.nhsemployers.org/tchandbook

SECTION 2: WORKING AND LIVING IN NORTHERN IRELAND



Photographs courtesy of Tony Dalton Photography

The Department of Health for NI administers the NHS here through six core HSC Trusts: Belfast, Northern, South Eastern, Southern, Western and Northern Ireland Ambulance Service (NIAS). We are currently expanding and developing our elective and emergency care services as part of our Northern Ireland Transformation and Rebuilding Programme.

New elective centres are being developed with regional and local trauma and urgent care services expanded. Innovation and new ideas in the development and delivery of surgical services are welcomed and nursing and new roles in nursing are core to this transformation.

As a result of this exciting expansion we have vacancies across the HSC family in the perioperative environment which includes:

- Theatres
- Post Anaesthetic Care Units (PACUs)
- Day Procedure Units
- Elective Surgery Centres

These posts are available for those interested in Nursing and Nursing Assistant/Senior Nursing Assistant roles in anaesthetics, theatre and PACU. Posts are available at all grades and in addition to a rewarding professional career, there will be many opportunities for individual, professional and career development.

*PACU is also known as Recovery.



SECTION 3:

CONSIDER IF PERIOPERATIVE NURSING IS A CAREER FOR YOU

The perioperative environment is home to the many healthcare professionals who provide safe, effective care for those people requiring elective, urgent or emergency surgical and diagnostic procedures. It is an area with restricted access, requiring a specific dress code, even for patients and unless you have a personal invitation or you work there, you are not allowed in – this all adds to the mystery and magic of Perioperative Nursing!

Perioperative Nursing practice is diverse and for those that love variety then this is a career for you. Depending on the surgical procedure, the perioperative environment can range from being demanding, exciting, energy charged and stimulating or quiet, controlled, orderly and standardised; therefore something for everyone.

In operating theatres, Registered Nurses work as key members of the multidisciplinary team with anaesthetists, surgeons, junior doctors, operating department practitioners (ODPs) and support staff including Nursing Assistants and Senior Nursing Assistants. They provide skilled care and support for patients undergoing major, intermediate or minor surgical procedures.

Perioperative Nurses undertake roles in the specialist areas of anaesthetics, surgery and PACU. Some of the roles you may be familiar with are Anaesthetic Nurse, Circulating Nurse, Scrub Nurse, PACU / Recovery Nurse.

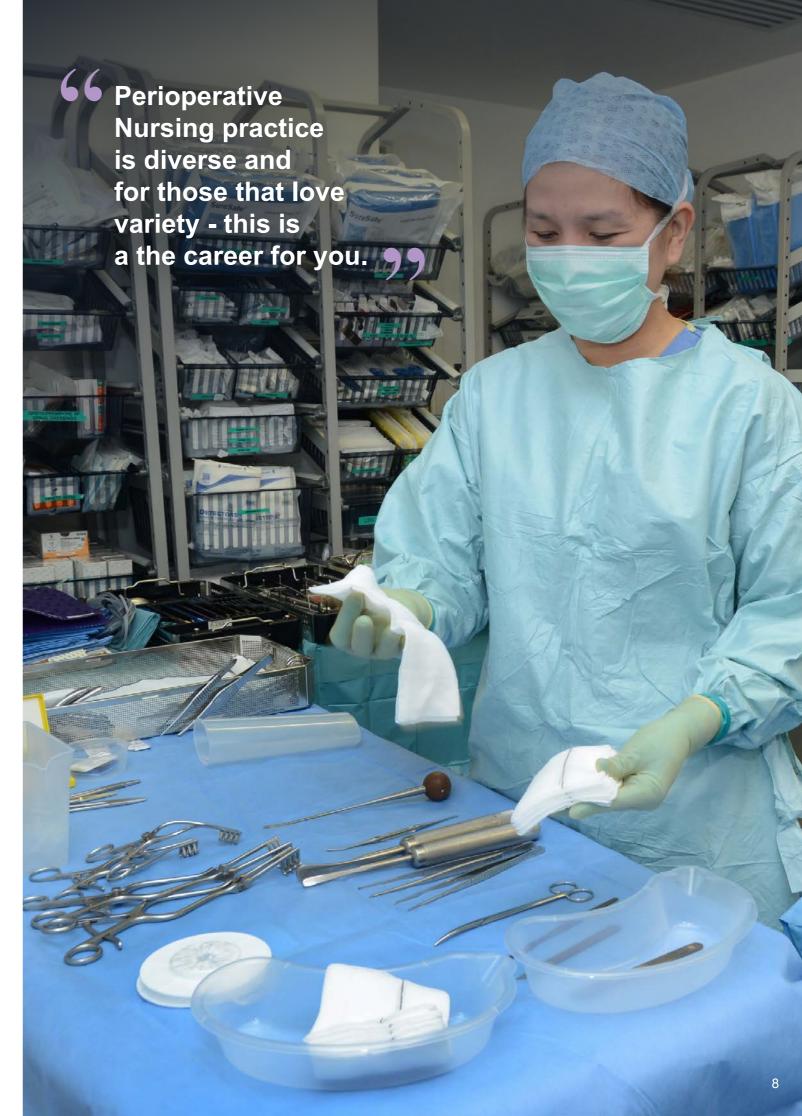
Nursing Assistants and Senior Nursing Assistants also work in all of these areas. There will be some variation in hours of work across HSC Trust Hospital sites to ensure adequate provision for the services provided. Mostly Elective Services are provided 5 days per week from 07.45am or 08.00am to 6.00pm, with some additional elective work undertaken on weekends.

Emergency Services are delivered 7 days a week covering 24 hour shift patterns. A wide variety of shift patterns exist including:

- Daytime / Evenings / Weekends / Public Holidays / Night Duty and On Call depending on the perioperative department.
- Shift patterns will also be dependent on your contracted hours, service demand, and flexible working policies. All HSC Trusts have a fair policy in terms of off duty requests.

We are seeking enthusiastic, innovative, committed individuals to join our Perioperative Nursing teams.

Each HSC Trust has a number of Perioperative Departments across its hospital sites to facilitate many different surgical specialities examples of these are highlighted in this brochure.



Belfast HSC Trust



Northern HSC Trust



The Belfast HSC Trust delivers integrated health and social care to approximately 340,000 citizens in Belfast and provides the majority of regional specialist services to all of NI.

Visit the website for more information https://belfasttrust.hscni.net/

Its Perioperative Departments are located across five sites:

- The Royal Victoria Hospital, Belfast
- The Royal Belfast Hospital For Sick Children
- The Belfast City Hospital
- The Mater Infirmorum Hospital, Belfast
- · Musgrave Park Hospital, Belfast

The Northern HSC Trust is responsible for the delivery of safe and effective health and social care services to a population of approximately 470,000, the largest resident population in NI. The Trust also provides services to Rathlin, the only inhabited island off the coast of NI.

Visit the website for more information https://www.northerntrust.hscni.net/

Its Perioperative Departments are located across four sites:

- Antrim Area Hospital, Antrim
- Causeway Hospital, Coleraine
- Mid-Ulster Hospital, Magherafelt
- Whiteabbey Hospital, Newtownabbey



South Eastern HSC Trust







South Eastern HSC Trust is an integrated organisation, incorporating acute hospital services, community health and social services and serves a population of approximately 345,000 people.

Visit the website for more information https://setrust.hscni.net/

Its Perioperative Departments are located on three sites:

- Ulster Hospital, Dundonald
- · Downe Hospital, Downpatrick
- · Lagan Valley Hospital, Lisburn

The Southern HSC Trust provides essential patient/ client centred services to a population of 365,000 people in the local areas of Armagh, Banbridge, Craigavon, Dungannon, South Tyrone, Newry and Mourne.

Visit the website for more information https://southerntrust.hscni.net/

Its Perioperative Departments are located on three sites:

- · Craigavon Hospital, Craigavon
- Daisy Hill Hospital, Newry
- South Tyrone Hospital, Dungannon

Western HSC Trust

The Western HSC Trust is based, as the name says, in the west of NI and provides health and social care, person-centred services to a mostly rural population of 300,000.

Visit the website for more information https://westerntrust.hscni.net/

Its Perioperative Departments are located on three sites:

- Altnagelvin Area Hospital, Londonderry / Derry
- · South West Acute Hospital, Enniskillen
- · Omagh Hospital and Primary Care Complex, Omagh





PERIOPERATIVE NURSING CAREER PATHWAY

NI's Chief Nursing Officer has commissioned a perioperative nursing career pathway to promote this very important and specialist area of practice. The pathway comprises regionally agreed core perioperative nursing and support roles with competencies, education and development requirements and associated job descriptions.

The purpose of it is to facilitate regionally agreed career progression in perioperative practice from Perioperative Staff Nurse (Band 5), Senior Perioperative Staff Nurse (Band 6) through to Specialist Nurse (Band 7) and Advanced Nurse Practitioner (Band 8A). It also will facilitate the progression of support staff through access courses for those interested in becoming a registered perioperative practitioner (Band 5).

What is Perioperative Nursing?

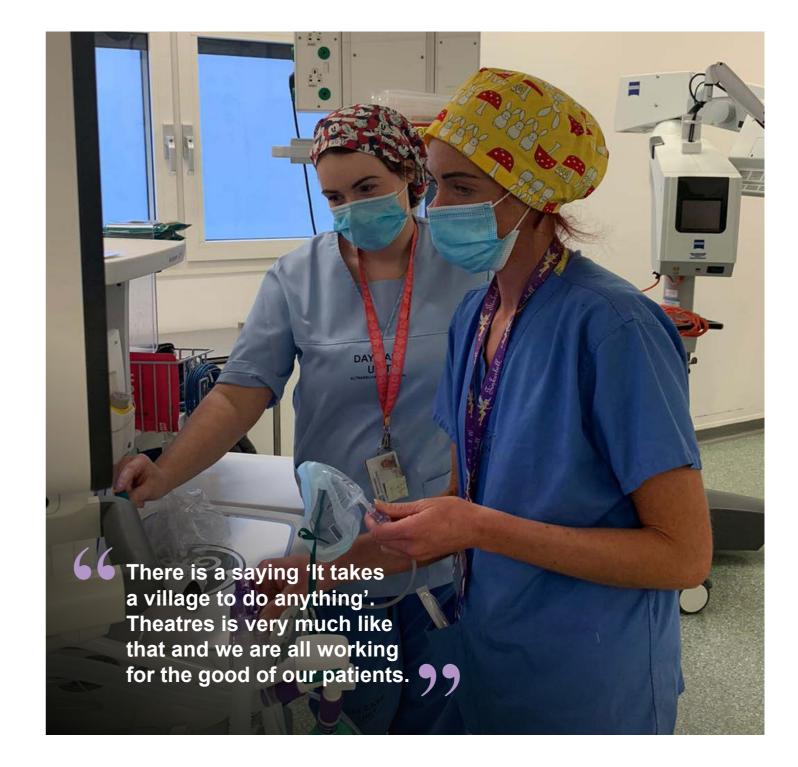
The Perioperative nursing role is exciting as well as challenging and rewarding. You are responsible for patients when they are at their most vulnerable, when they cannot speak up for themselves; you are their advocate and their champion. Carol Reid, Perioperative Lead Nurse in the Western HSC Trust has highlighted some of the key areas of responsibility:

Pre-operative Checks – I may be the first person to wish you good morning, to ask if you have your stockings on, to confirm if you may be pregnant or whether your teeth are wobbly, capped or crowned. I may be the first person you feel you can voice your fears to.

Anaesthetics - I may be your hand holder as you drift off to sleep, offer gentle words of reassurance and comfort as you wonder if you will wake up or distract you while needles are inserted in various parts of your body. We are the 'vocal local'. I may be the one who runs for the crash trolley as you take a reaction to a drug you have been given or turn up in Accident and Emergency on the 'bad day' of your life.

Reassurance – I may be the person who holds your hand as you have a cancer removed from your face, wisdom teeth extracted or who helps to fix your broken jaw. I may be the person that you tell you have not yet recovered from the death of a loved one. Being proactive – I may be the one who helps remove your troublesome tonsils, takes a tumour from your thyroid or straightens your broken nose. I may be the one who gives your mummy a cuddle as she leaves the room.

Team Leader – I may be asked to hand off your grumbling gallbladder, hold open your abdomen or offer assistance to a team of highly skilled, quick thinking, caring individuals who have spent the last seven hours fighting to make you well. I may be the one to support my team after you pass away on the table before us.



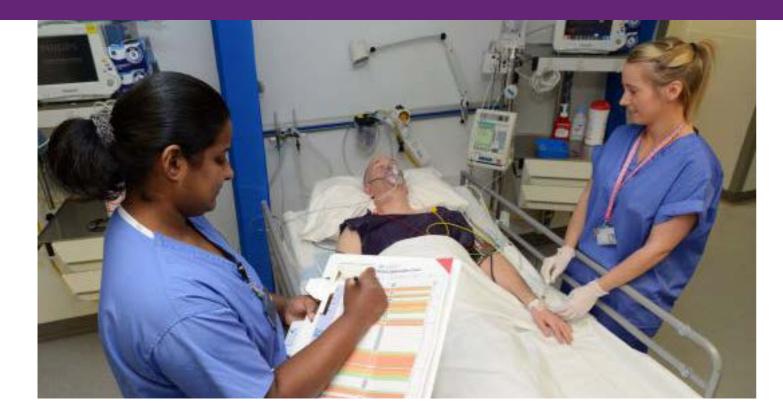
Surgical Support – I may be the person who helps position you to allow your broken hip to be replaced, wash out an infected dog bite to your hand or hand over the pins, plates or screws to piece together your arm after you fell from your trampoline. I am the person that knows all the instruments and equipment that is helping you get better.

Multi-tasking – I may be the one who has ensured that the equipment needed to remove your cancer ridden womb is readily available, who has supported, educated and guided newly qualified students, stood up for young doctors under pressure to perform. I may be the one who has wiped the tears of others and my own.

Births and Arrivals – I may be the one who supports you during one of the most amazing times of your life, be the first to hold your newborn baby and welcome them to this world. I may be the one who has to wrap your baby and hand over to the skills of my colleagues to resuscitate within seconds of them being born.

The Most Amazing Job – I may be the one who hands over the knife to incise your abdomen from top to bottom, to hold a pack to a bleeding vessel or pass the suture to save you from bleeding to death. I may be the one who does not eat, drink or go to the toilet for eight hours. However, I am the one who has the most interesting, varied and rewarding job.

SECTION 5: WHAT OUR PATIENTS SAY



I was frightened that I wouldn't get to see my children again. I didn't show any of it but the nurse instinctively knew that I was frightened and held my hand without drawing attention to it. Her kindness and empathy relieved a lot of my anxiety, I cannot convey what that meant to me.

- 66 My experiences in the anaesthetic room and operating theatre have always been positive despite my nervousness and fear.
- 66 Nurses need to have good communication with patients.
 Understanding what happens
 they only had minutes to put me at ease but they did.
- Prepared me for what to expect within the operating theatre. Relieved my anxiety through conversation prior to the procedure.

SECTION 6: STAFF TESTIMONIALS

BELFAST HSC TRUST

TRACEY CAMPTON

Clinical Educational Facilitator, Band 7
Belfast HSC Trust

"I am the Clinical Education Facilitator for Theatres, Anaesthetics and Recovery and recently new in post. I have worked in theatres and recovery for 22 years, initially as a recovery nurse and then an anaesthetic nurse.

I was supported to do my degree in Health Sciences which included the Perioperative course and furthered it with a teaching qualification. I love my job and have been supported in my new role by senior management and all the teams working in theatres. I enjoy working directly in the clinical areas supporting staff, identifying educational and learning needs and developing further an already robust education service within the team. Working in the Perioperative environment for me is exciting, dynamic and challenging and no one day is the same and that gives me great job satisfaction."





SOUTHERN HSC TRUST



PAMELA JOHNSTON

Theatre Manager, Band 7 Craigavon Area Hospital Theatres

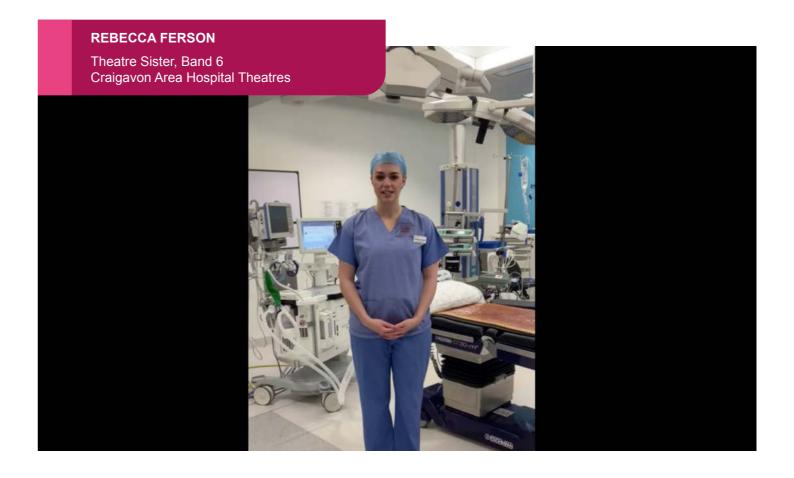
I have been nursing now almost 34 years and the majority of that time has been spent in theatres. Starting off my training in Ulster Hospital Dundonald and taking up my first staff nurse post in Thoracic / General Theatres in RVH. Initially I was adamant it was not for me but I am always grateful for the advice I received by wise theatre manager to give it a chance. I never regretted that decision and progressed to promotion within 2 years and was addicted to the fascinating world of surgery and anaesthetics. I was supported in my nurse education while working in the Erne Hospital where I obtained an anaesthetic nurse specialist degree under the guidance of lecturer Daphne Martin and Dr Matt Cody. This gave me the necessary skills in 1997 to set about researching the benefits of a nurse led anaesthetic clinic in our hospital. I won a bursary award with Department of Health NI prior to 2000 to travel to North America to study nurse led established anaesthetic clinics. I was a Band 5 at the time but when we got the clinic successfully established in 2003 I was the Sister in charge of this service for 6 years.

The work was researched based and I thorough enjoyed learning and studying the importance of patient and family preparation for surgery and seeing the positive benefits of this work on reducing theatre cancellations and seeing patients / family anxieties subside and also to see improved patient outcomes by carrying out necessary investigations and interventions. It was an exciting to play a lead role in achieving something so beneficial and to later see the role-out of subsequent Pre-operative assessment clinics in NI.



I remember the strong teamwork and support of my anaesthetic colleagues, pharmacy, labs, infection control teams and ward staff and multiple other services that all had the same aim and drive to improve patient outcomes. Along my theatre career I enjoyed teaching and sharing knowledge of what I had been given the opportunity to learn. I lectured with Queen's university for a good number of years and also on a post graduate anaesthetic course in Letterkenny.

In 2009 I took up my present post as Theatre Manager in Craigavon Theatres and while the job can be challenging at times I enjoy working with a fabulous team of staff and being part of progression and development of our patient services. Working with senior managers and being supported by great lead nurse and Head of Service we have been able to update our facilities creating modern dynamic theatres and see valuable progression of our services. Yes lots of project management skills acquired along the way! We have been involved in the Lean Project with our Quality Team to improve Theatre flow and efficiency which was very much a team effort in producing improved patient service. I am proud to be a nurse and manager of our dynamic team of staff.







heart and soul of theatres, caring for one patient at a time. You never know when it will be you, or a loved one on the table. I'm there for every patient, every time.

Some additional comments from Southern HSC Trust Perioperative Team:

"I make a difference"

"Supported"

"Trust"

"Teamwork"

"Busy, the day flies in"

"Family"

"We save lives"

NORTHERN HSC TRUST

GILLIAN COFFEY

Governance Facilitator, Surgery, Band 7 South Eastern HSC Trust





JACQUI ENGELEN

Surgical Manager, Band 7 Day Procedure Centre, Lagan Valley Hospital

My name is Jacqui and I am the manager of the Lagan Valley DPC. I studied at Queen's University Belfast where I gained a Diploma in Adult Nursing. I have worked in a day procedure setting for 11 years which has enabled me to develop an array of skills in various specialities. I have completed the perioperative course and ophthalmology course in recent years which helped me towards completing my degree in 2018. I was driven to apply for a management post and was successful in my application for the surgical manager's position in Lagan Valley. The transition from band 5 to Band 7 was challenging but with support and guidance from my colleagues throughout the directorate I am able to develop the unit into a productive and safe environment for staff and patients. Our Day Procedure Unit is now the regional Day Procedure Centre which serves all trusts throughout Northern Ireland. This is a great achievement for our staff and the Unit as a whole and I look forward to the future developments of the DPC and what opportunities it will bring.



KATE AGNEW

Perioperative Lead Nurse, Band 8A Northern HSC Trust

My name is Kate Agnew and I have been the Lead Nurse for Theatres for eight years. I have 29 years' experience in Theatres including Band 5 nursing and also as a Band 6 Clinical Sister. Theatre is the most amazing place to work with a variety of specialities and no two days are the same. Each day brings new challenges and learning even after 29 years!

The theatre team is a very close knit community with all members of the multidisciplinary team working intricately together. I am so very proud to be the Lead Nurse of such dynamic and dedicated Theatre, Recovery and Day Surgery teams and would encourage anyone looking for a nursing career to come and join one of our teams in the Northern Trust.



NAOMI POTTS

Clinical Theatre Sister, Band 6 Antrim Area Hospital



WESTERN HSC TRUST



SHANNON SLATTERY

Theatre Nurse, Band 5
Day Case Unit, Altnagelvin Hospital

I am a theatre nurse in the Day Case Unit Altnagelvin working as part of a multidisciplinary team, which aims to provide patient centred care for patients coming in for a range of different procedures. After spending a few weeks here as a student nurse in my final year of university, I immediately knew it was where I wanted to work.

I thoroughly enjoy the diversity of the different roles from scrub nurse to anaesthetic nurse, constantly expanding my knowledge and improving my skills. It is also rewarding to be able to provide patients with life changing care all within a day and knowing they can safely return home. The Day Case Unit's working hours are very family friendly and the learning opportunities are endless, building a happy and motivating team environment.



MAIREAD O'KANE

Theatre Nurse, Band 6
Day Procedure Unit (DPU), Omagh Hospital and Primary Care Complex

As a Theatre Nurse in the DPU in Omagh, I could on any given day be the nurse that admits and discharges patients, asking all the nosey but very important questions to keep patients safe. Or I could be the nurse working with the anaesthetist – holding the patients hand as they drift off to sleep.

I also may be the nurse that assists the surgeon with the correct instruments and keeping track of them no matter how many sets are opened a good scrub nurse is a great listener and effectively anticipates what is needed next. I could be the circulating nurse giving everyone what they want – "running" for that one thing that isn't in that theatre – keeping manual and electronic records up to date, or I could be the recovery nurse helping patients come round after their procedure.

Multi-tasking is a key role for nurses in Omagh, DPU, as no two days are the same, you may be on the admissions team in the morning and part of the theatre team in the afternoon.

Whilst some theatre nurses in the Trust practice in a specific specialty, in Omagh nurses must be able to work in each of the specialties as you could be in ophthalmology theatre on Wednesday, urology on Thursday and gynae on Friday.

The DPU in Omagh gives you the entire surgical journey in one day. The anxiety a patient feels coming in for surgery even if they are having something quite minor in our eyes is still a major event for them. You must provide constant reassurance and not dismiss their fears. I treat every patient the way I would if they were my family – I ensure all the standards are met and that each patient feels like a VIP in our department.

Each patient goes home with realistic expectations of what he or she will feel and what they will be able to do safely. They also go home with a backup plan that if things don't go to plan, who to contact or where to go.

Omagh was lucky enough to become one of the regional elective care centres and people travel from all over Northern Ireland for their varicose veins surgery. I have a great job, and feel privileged to be part of the multidisciplinary team as an expert and reassuring voice, caring for patients when they are at their most vulnerable.



SECTION 7: GOOD NEWS STORIES





BELFAST HSC TRUST

In 2019 Belfast City Hospital Theatre staff came second in the Belfast Trust Chairman's Awards People and Culture category. Chairman Peter McNaney said:

"The better we look after each other, the better we will look after the patients in our care. You do an important job, we recognise and value everything you do. Thank you."

Sister Lindsay Greer and the team led by Consultant Ciara McGoldrick received the award at a ceremony held in The Belfast City Hall for their work in the development of the Reconstructive Breast Surgery service.

SOUTH EASTERN HSC TRUST

Annually the Trust runs a Dragon's Den Competition. This is an exciting opportunity to present an idea you may have that would improve the safety, quality or patient experience in your work area. Participants have a chance of winning £2,500 and support with taking their submission forward. The Theatre department has twice been successful in winning this competition. The first competition was won by one of our Nurses who had the idea of a portable pair of video glasses, enabling our patients who were awake during surgery to focus on watching a movie and not be distracted by their surroundings in theatre. The second winners were the Day Procedure Team, who made a presentation to purchase personalised theatre hats for all staff in DPU. This idea was the result of a challenge that had been circulating on social media. The idea of the staff having their names on their theatre hat was to increase productivity, safety and efficiency within the theatre environment, and improved communication between the multidisciplinary team in theatre, as when we are in scrubs we all look the same!

NORTHERN HSC TRUST

The Northern Trust Choir is led by the Lead Nurse Theatres and staff from all disciplines are encouraged to join. The choir provides a time for multi-disciplinary Trust staff to meet for fun as a distraction from the stressors of normal work. The choir provides the music at the yearly Trust carol service, Staff Bereavement Service, Paediatric Bereavement Service and were delighted to be part of the Trust's Gala Performance held in the Braid Centre Ballymena. Gala Balls are also a great excuse for the teams to change their scrubs for a little bit of sparkle and style. All the Theatre and Day Surgery teams regularly organise social events which are a great chance for the multidisciplinary teams to get together to have some fun and team bonding. In fact Theatres is well known for its camaraderie amongst the entire team.





SOUTHERN HSC TRUST

Over the years through our charity partnerships the staff have volunteered to help raise awareness and vital funds of over £250,000 to support local charities. Staff have participated in various activities and events, including raffles, coffee mornings, sponsored walks, Belfast Marathon, Fruit Parties, Bake offs, Strictly Come Dancing events and a Trauma and Orthopaedics Gala Ball. The Perioperative nursing team demonstrate great enthusiasm and camaraderie in these events. Theatre staff in Craigavon Hospital recently raised over £10,000 in aid of the air ambulance inspired by Delta 7 through the sale of the NHS Hero's family Favourite recipe book. In 2019 the Endoscopy staff from Daisy Hill Hospital appeared on television to showcase a dance that had been undertaken to raise funds for Children in Need, which can be viewed at the following link: https://youtu.be/e780F4kHWk0

WESTERN HSC TRUST

Perioperative staff in Omagh received the Chairman's Team award in 2018 for setting up the varicose vein service and this in turn led to them becoming one the pilot sites for the regional elective centres for varicose vein surgery. Also the Theatre and Intensive Care Unit (ICU) staff regularly contribute to community projects to give back to the public as they are so good in looking after us. For example during the pandemic staff from both Altnagelvin and South West Acute Hospital sites gave over 60 boxes of food to the food banks in Enniskillen and Derry / Londonderry. This year we are doing a reverse advent calendar to give to the local homeless shelters. During the first pandemic a member of the public in Omagh undertook a marathon in his garage raising over £30K for staff.



More Good News!

To help our own mental health many staff undertook couch to 5K recently and collaboratively completed a marathon and raised money for the comfort funds.

Each year the ICU units organise a service of remembrance for all those who die in the critical care settings, to help the families although it was provided electronically this year.

View some more good news stories from HSC Trusts by clicking here!

SECTION 8: CURRENT VACANCIES - APPLY TODAY!



Click on the relevant HSC Trust to find out more:

BELFAST HEALTH AND SOCIAL CARE TRUST

NORTHERN HEALTH AND SOCIAL CARE TRUST

SOUTHERN HEALTH AND SOCIAL CARE TRUST

SOUTH EASTERN HEALTH AND SOCIAL CARE TRUST

WESTERN HEALTH AND SOCIAL CARE TRUST

