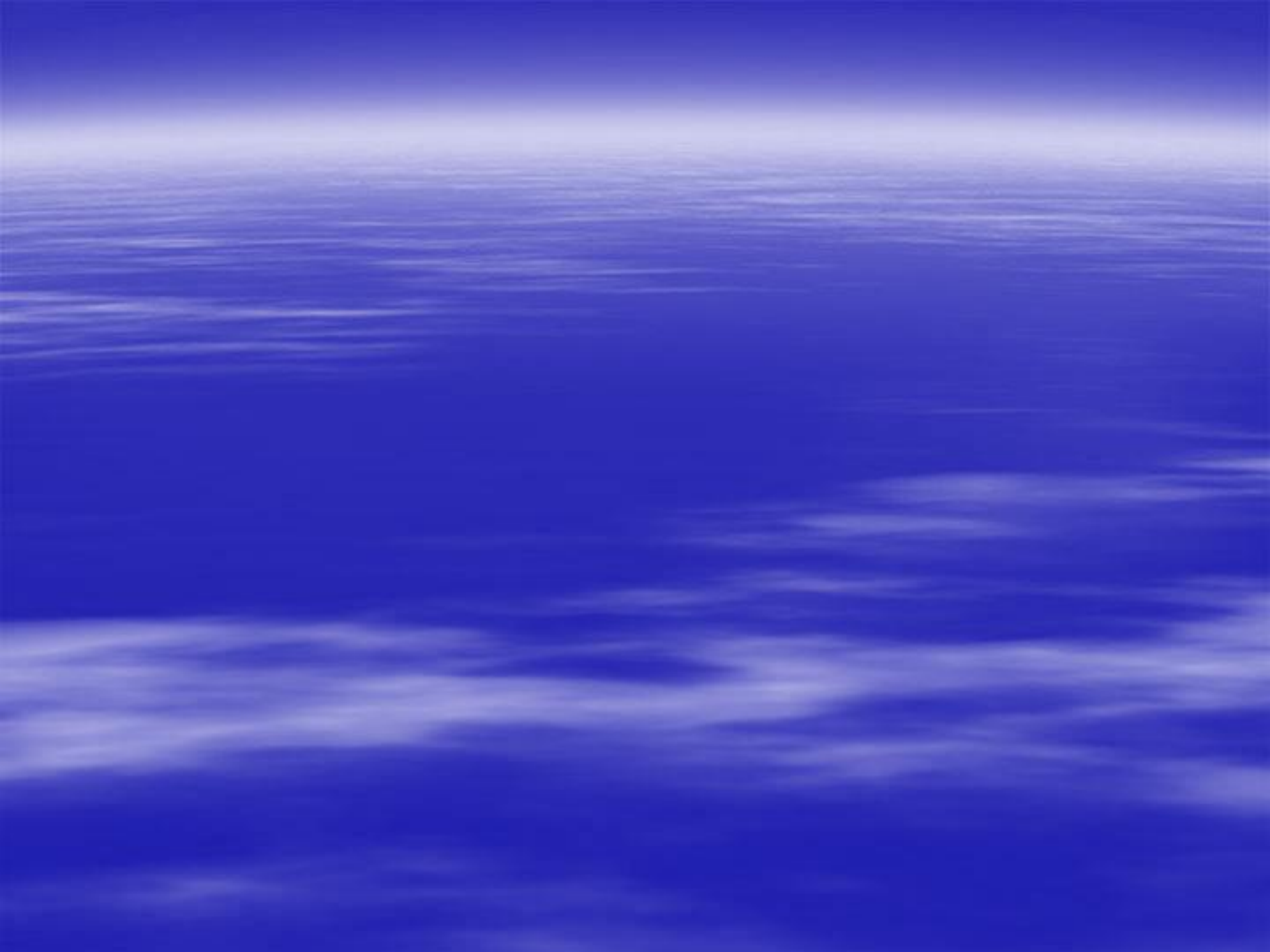


Agenda for Change and The Role of The Surgical Care Practitioner in the UK

**Jane P Bradley Hendricks: RGN, BSC (hons), MSC,
Independent Nurse Prescriber.**

Surgical Care Practitioner in Laparoscopic Surgery



Definition

- A Surgical Care Practitioner is a practitioner working both in and out of the operating room who undertakes specified surgical intervention either under direct, indirect or proximal supervision.
- *NAASP 2004*

Mission Statement

The National Association of Assistants in Surgical Practice will promote high quality surgical care by meeting the needs of the patient through continuity and the development of skilled, competent healthcare professionals.

NAASP 2002

Agenda For Change

- Agenda for Change applies to all directly employed NHS staff, except very senior managers and those covered by the Doctors' and Dentists' Pay Review Body.
- A collective agreement was reached with the NHS unions at the NHS Staff Council on 23 November 2004, following the completion of a second ballot process by some unions.
- Agenda for Change was rolled out nationally from 1 December 2004, with pay and most terms and conditions backdated to 1 October. The aim was for 100% assimilation (less those who wish to remain on local contracts) by 30 September 2005.

Job Profiles

- Profiles work on the premise that there are posts in the NHS which are fairly standard and which have many common features. Indeed, one of the benefits of job evaluation is that it uses a common language and a common set of terms to describe all jobs.
- Job evaluation is about highlighting similarities between jobs via common language and measurement. Profiles apply these principles to particular job groups.
- No job profile for SCP.

Before Agenda for Change

- Little change in pay structure in the last 50 years
- General Whitley Council
- Grading system: A – I grades introduced in the late 80s/early 90s.

The Agenda for Change proposals

- In 1999, the Government published a paper *Agenda for Change: Modernising the NHS pay system*.
- The proposals set out in that paper included:
 - • A single job evaluation scheme to cover all jobs in the health service to support a review of pay and all other terms and conditions for health service employees.
 - • Three pay spines for (1) doctors and dentists; (2) other professional groups covered by the Pay Review Body; (3) remaining non-Pay Review Body staff.
 - • A wider remit for the Pay Review Body covering the second of these pay spines.

Profile Label:

Nurse Consultant

Current Job Titles:

Consultant Nurse, Clinical Nurse Specialist, Lead Nurse

Job Statement:

1. Provides expert professional advice to patients, carers and colleagues
2. Undertakes research in a specialist area
3. Provides education and training to other staff, students
4. Ensures the maintenance of clinical excellence

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Provide and receive highly complex, sensitive or contentious information; barriers to understanding/present complex information to large groups Communicates very sensitive, complex condition related information to patients, relatives, empathy, reassurance required; presents specialist information to large groups of staff	5 (a)/ 5 (b)
2. Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory and experience Professional knowledge acquired through degree/diploma supplemented by specialist training, experience, short courses, to master's level equivalent	7
3. Analytical & Judgemental Skills	Complex/highly complex facts or situations, requiring analysis, interpretation, comparison of a range of options. Makes operational judgements, manages conflicting views/ reconciles inter and intra professional differences of opinion	4/5
4. Planning & Organisational Skills	Plan and organise complex activities, programmes, requiring formulation, adjustment Plans specialist nursing service provision, including education & training	3
5. Physical Skills	Highly developed physical skills, accuracy important, manipulation of fine tools, materials/ highly developed skills, high degree of precision Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusions, insertion of catheters, removal of sutures/ undertakes suturing, endoscopies	3 (b) - 4
6. Responsibility for Patient/Client Care	Develop highly specialised programmes of care, care packages; provide highly specialised advice concerning care Develops & implements of specialist care packages; provide clinical advice in specialist area	6 (a) (c)
7. Responsibility for Policy/Service Development	Propose policy or service changes, impact beyond own area / responsible for policy implementation, development for a service Develops protocols for specialist area, impact on other disciplines/ develops policies for specialist service	3-4
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ safe use of equipment other than equipment used personally; authorised signatory, small payments/ authorised signatory; holds delegated budget Personal duty of care/ responsible for ensuring the safe use of specialist equipment; authorised signatory for overtime payments/ delegated budget holder for specialist budget	1/ 2(b)(d) / 3 (a) (d)
9. Responsibility for Human Resources	Teach, deliver core training, range of subjects/ teach, devise training and development programmes, major job responsibility Provides specialist training & education/ develops education programmes	3 (c) - 4 (b)
10. Responsibility for Information Resources	Records personally generated information Maintains patient/client records, records research results	1
11. Responsibility for Research & Development	R&D activities as major job requirement/ co-ordinate, implement R & D activity as job requirement/ initiate, develop R & D activities Conducts research in specialist area/member of audit, research steering group developing trust wide research	3/4/5
12. Freedom to Act	General policies, need to establish interpretation Responsible for establishing how policies should be interpreted	5
13. Physical Effort	Occasional moderate effort for several short periods Moves, manoeuvres patients	2 (d)
14. Mental Effort	Frequent concentration, work pattern unpredictable Concentration for patient care; interruptions for patient, staff needs	3 (a)
15. Emotional Effort	Frequent distressing or emotional circumstances; occasional/ frequent highly distressing or emotional circumstances Works with terminally ill patients/ imparts unwelcome news to staff, patients	3 (a) (b) / 4
16. Working Conditions	Occasional/frequent exposure to highly unpleasant conditions Body fluids, faeces, vomit, smells and foul linen	3 (b)- 4(b)
JE Score/Band	JE Score: 542-650	Band 8A/8B/ 8C

Profile Label:

Current Job Titles:

Job Statement:

Nurse Advanced

Lead Specialist, Clinical Nurse Specialist, Senior Specialist Nurse

1. Assesses patients, plans, implements care in hospital, community or other settings, provides specialist advice; maintains associated records
2. Lead specialist in a defined area of nursing care
3. Provides specialist education and training to other staff, students
4. Undertakes research and leads clinical audits in own specialist area

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and receive highly complex, sensitive information, barriers to understanding Communicates very sensitive, complex condition related information to patients, relatives, empathy, reassurance	5(a)
2.Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory and experience Professional knowledge acquired through degree/diploma supplemented by specialist training, experience, short courses to master's level equivalent	7
3.Analytical & Judgemental Skills	Complex facts or situations, requiring analysis, interpretation, comparison of a range of options Skills for assessing & interpreting specialist acute & other patient conditions, appropriate action	4
4.Planning & Organisational Skills	Plan and organise complex activities, programmes, requiring formulation, adjustment Plans specialist nursing service provision, including education & training	3
5.Physical Skills	Highly developed physical skills, accuracy important; manipulation of fine tools, materials Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusions, insertion of catheters, removal of sutures	3(b)
6.Responsibility for Patient/Client Care	Develop specialised programmes of care/ care packages; provide highly specialised advice concerning care Assesses, develops & implements specialist nursing care programmes; advice to patients, relatives	6(a) (c)
7.Responsibility for Policy/Service Development	Propose policy or service changes, impact beyond own area Develops protocols for specialist area, impact on other disciplines	3
8.Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ maintain stock control; authorised signatory, small payments Personal duty of care/ orders specialist supplies; authorises overtime, agency nurse payments	1-2(c) (d)
9.Responsibility for Human Resources	Teach/deliver core training, range of subjects Provides specialist training & education	3(c)
10.Responsibility for Information Resources	Records personally generated information Updates patient/client records	1
11.Responsibility for Research & Development	Regularly undertakes R&D activity / R&D activities as major job requirement Undertakes research, leads clinical audit in own area	2(a)-3
12.Freedom to Act	Broad occupational policies Accountable for own professional actions, lead specialist for defined area	4
13.Physical Effort	Combination of sitting, standing, walking/ occasional moderate effort for several short periods Moves, manoeuvres patients	1-2(d)
14.Mental Effort	Frequent concentration, work pattern predictable Concentration on patient assessments, injections, schedule of visits	2(a)
15.Emotional Effort	Occasional highly distressing or emotional circumstances Imparts news of terminal illness, bereavement	3(b)
16.Working Conditions	Frequent unpleasant, occasional/frequent highly unpleasant conditions Smell, noise, dust/ body fluids, faeces, vomit, emptying bed pans and urinals, catheter bags	3(a)(b)/4 (b)
JE Score/Band	JE Score: 511-537	Band 7

Profile Label:

Current Job Titles:

Job Statement:

Nurse Specialist

Specialist Nurse, Senior Staff Nurse, Nurse Specialist

1. Assesses patients, plans, implements care, provides specialist advice; maintains associated records
2. Carries out specialist nursing procedures e.g. symptom, toxicity management
3. Provides clinical supervision to other staff, students
4. May undertake research, lead clinical audits in own specialist area

Factor	Relevant Job Information	JE Band
1.Communication & Relationship Skills	Provide and receive complex, sensitive/ highly complex, sensitive or contentious information, barriers to understanding Communicates sensitive/ highly sensitive condition related information to patients, relatives, empathy, reassurance	4 (a)-5(a)
2.Knowledge, Training & Experience	Specialist knowledge across range of procedures, underpinned by theory Professional knowledge acquired through degree supplemented by diploma level specialist training, experience, short courses	6
3.Analytical & Judgemental Skills	Complex facts or situations, requiring analysis, interpretation, comparison of a range of options Skills for assessing & interpreting specialist acute & other patient conditions, appropriate action	4
4.Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Organises own specialist workload	2
5.Physical Skills	Highly developed physical skills, accuracy important; manipulation of fine tools, materials Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusions, insertion of catheters, removal of sutures	3(b)
6.Responsibility for Patient/Client Care	Develop specialised programmes of care/ care packages; provide highly specialised advice concerning care Assesses, develops & implements specialist nursing care programmes; advises patients, relatives	6(a) (c)
7.Responsibility for Policy/Service Development	Implement policies and propose changes to practices, procedures for own area Contributes to development of specialist protocols	2
8.Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources; maintain stock control Safe use of equipment/ orders specialist supplies	1-2(c)
9.Responsibility for Human Resources	Day to day supervision; professional/ clinical supervision Allocates work to support staff; provides clinical supervision to other staff, students	2(a)(b)
10.Responsibility for Information Resources	Records personally generated information Updates patient/client records	1
11.Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ regularly undertakes R&D; clinical trials May undertake / undertakes research, clinical trials, lead clinical audit in own area	1-2 (a) (b)
12.Freedom to Act	Clearly defined occupational policies, work is managed rather than supervised/ broad occupational policies Accountable for own professional actions: not directly supervised/ lead specialist	3 - 4
13.Physical Effort	Frequent sitting or standing in a restricted position; occasional moderate effort for several short periods Walks, stands most of shift; occasionally moves, manoeuvres patients	2 (a)(d)
14.Mental Effort	Frequent concentration, work pattern predictable Concentration on patient assessments, injections; schedule of visits	2(a)
15.Emotional Effort	Occasional/frequent distressing/highly distressing circumstances Deals with distressed relatives, care of terminally ill/ deals with consequences of terminal illness	2(a)/ 3(a) (b)- 4 (b)
16.Working Conditions	Frequent unpleasant, occasional/frequent highly unpleasant conditions Smell, noise, dust/ body fluids, faeces, vomit, emptying bed pans and urinals, catheter bags	3(a)(b)- 4(b)
JE Score/Band	JE Score: 407-465	Band 6

Job Evaluation

- Following the publication of *Agenda for Change: Modernising the NHS pay system* the Job Evaluation Working Party was re-constituted (JEWP II), as one of a number of technical sub-groups of the Joint Secretariat Group (JSG), which was itself a sub-committee of the Central Negotiation Group of employer, union and Department of Health representatives
- Set up to negotiate new health service grading and pay structures.

Equality

- As one of the reasons for NHS pay modernisation was to ensure equal pay for work of equal value, it was crucial that every effort was made to ensure that the NHS Job Evaluation Scheme was fair and non-discriminatory in both design and implementation.
- In reality this is difficult to implement at local level, especially where there is no job profile (SCP).

Job Evaluation

- **Current Job Titles: Senior Surgical Care practitioner , Clinical Nurse Specialist, Lead Nurse**
- **Job Statement:**
 1. Provides expert professional advice to patients, carers and colleagues
 2. Undertakes surgical intervention with direct and indirect supervision.
 3. Undertakes research in a specialist area
 4. Provides education and training to other

Job Evaluation

- Level 1 . Communication & Relationship Skills.
- Provide and receive highly complex information; developed communication skills / present complex information
- Communicates complex condition related information to patients and relatives ; presents specialist information to large
- groups of staff / professionals on laparoscopic surgery at Trust level, national and International level.
- 5 (a)/
- 5 (b)
- Level 2 . Knowledge, Training & Experience
- Highly developed specialist knowledge

Job Evaluation

- Level 3 . Analytical & Judgmental Skills
- **Complex /highly complex facts or situations, requiring analysis, interpretation,**
- **comparison of a range of options.**
- Makes clinical judgments, manages clinical situations and decisions on treatment. Reconciles inter and intra professional differences of opinion. Assessing patient / client condition in pre and postoperative situations.
- 4
- Level 4 .Planning & Organisational Skills
- **Plan and organise complex activities, programmes, requiring formulation, adjustment.**
- Plans specialist nursing service provision, including education & training, arrange multidisciplinary activities with other professionals
- 3 / 4

Job Evaluation

- Level 5 . Physical Skills.
- **Highly developed physical skills, accuracy important, manipulation of fine tools, materials/ highly developed skills, high degree of precision**
- High levels of hand, eye and sensory coordination are essential skills required for surgical intervention
- 4
- Level 6 . Responsibility for Patient / Client Care
- **Develop highly specialised programmes of care, care packages; provide highly specialised advice concerning care**
- Develops & implements specialist care packages; provide clinical advice in specialist area, accountable for the direct delivery of care within a sub-division of a clinical care service: laparoscopic surgery. Implementation of an outpatient facility for complex dressing changes to enable patients to leave hospital.
- 6 (a) (d)

Job Evaluation

- **Level 7. Responsibility for Policy/Service Development**
- **Propose policy or service changes, impact beyond own area / responsible for policy implementation, development of a service**
- Develops protocols for specialist area, impact on other disciplines/ develops policies for specialist service. Implementation of a day case laparoscopic cholecystectomy service and enhanced recovery programme for laparoscopic colorectal surgical patients.
- 3-4
- **Level 8 . Responsibility for Financial & Physical Resources**
- **Personal duty of care in relation to equipment, resources/ safe use of equipment other than equipment used personally; authorised signatory, small payments.**
- Personal duty of care/ responsible for ensuring the safe use of specialist equipment; laparoscopic equipment part of clinical team that selected equipment to refurbish to integrated dedicated laparoscopic operating theatres. Advanced trainer on this equipment to all levels of staff.
- 1 2(b) (c) (d) 3 (a)(c)

Job Evaluation

- Level 13 . Physical Effort

- **There is a frequent requirement to exert moderate physical effort for several short periods during a shift.**
- Moves, manoeuvres patients: both anesthetized and conscious. Lifts trays of instruments and moves equipment.
- 3 (c)

- Level 14 . Mental Effort

- **There is a frequent requirement for prolonged concentration, work pattern unpredictable**
- Concentration for patient care; whilst assisting during an operation, either holding a telescope and camera or holding a retractor. Concentration required whilst carrying out an operation as the operator.
- 3(a) 4 5

- Level 15 . Emotional Effort

- **Occasional requirement to distressing or emotional circumstances.**
- Works with patients/ imparts unwelcome news to staff, patients / clients or relatives.
- 2

- level 16 . Working Conditions

- **Occasional/frequent exposure to highly unpleasant conditions**
- Exposure to body fluids, faeces, vomit, smells and foul linen on a daily basis both in the operation theatre, on the ward and in outpatients.
- 4(a)

Knowledge and Skills Framework

- The NHS KSF was designed to:
 - Identify the knowledge and skills that individuals need to apply in their post
 - Help guide individuals' development
 - Provide a fair and objective framework on which to base review and development for all staff
 - Provide the basis of pay progression in the NHS.

Core dimensions

- Six dimensions are core to the working of every NHS job:
- 1. communication
- 2. personal and people development
- 3. health, safety and security
- 4. service development
- 5. quality
- 6. equality, diversity and rights.

Specific dimensions

- There are a further 24 specific dimensions which can be applied to define parts of different posts.
- They are grouped into four categories:
 - 1. health and wellbeing (HWB 1–10)
 - 2. information and knowledge (IK 1–3)
 - 3. general (G 1–8)
 - 4. estates and facilities (EF 1–3).

NMC Position : Advanced Practitioner

- “A registered nurse who has command of an expert knowledge base and clinical competence, is able to make complex decisions using expert clinical judgement, is an essential member of an interdependent health care team and whose role is determined by the context in which s/he practises.”
-
- *NMC 2004 Consultation on a framework for the standard for post-registration nursing*

Advanced Practitioner

- carry out physical examinations;
- use their expert knowledge and clinical judgement to decide whether to refer patients for investigations and make diagnoses;
- decide on and carry out treatment, including the prescribing of medicines, or refer patients to an appropriate specialist;
- use their extensive practice experience to plan and provide skilled and competent care to meet patients health and social care needs, involving other members of the health care team as appropriate;
- ensure the provision of continuity of care including follow-up visits;
- assess and evaluate, with patients, the effectiveness of the treatment and care provided and make changes as needed;
- work independently, although often as part of a health care team that they will lead:
- as a leader of the team, make sure that each patient's treatment and care is based on best practice.

Education

- Qualified 1984 RGN.
- Diploma in Pharmacology 1985
- CGFNS 1986
- State Boards 1987
- Advanced lap course 1993
- Basic Lap course 1994
- ENB N 77, Basic Surgical Skills: 1998
- Bsc (hons) 2003
- Msc Jan 2006.
- Completed Independent Nurse Prescriber Nov 2006, (change in legislation May 2006).

Regulation

- HPC
- NMC
- Dual registration
- Common Core Curriculum/Speciality.

Work Schedule

DAY	AM	PM
Monday	Pre admission	Pre admission
Tuesday	Day surgery	Main theatres
Wednesday	Main theatres	
Thursday	Outpatients	Minor ops D/Surg
Friday	Main theatres	Main theatres

In Addition, other Daily Tasks

- Attend am ward round.
- Liaise with anaesthetists ,chase various investigations.
- Meet with reps re new equipment.
- Arrange additional operating time
- Liaise with sec ,admissions, bed managers etc.
- Managing waiting list decide on appropriate list for patients Day case, In patient or 5 day stay.

Service Improvement

- Up and running Day Case Laparoscopic Cholecystectomy service.
- Implementation of Enhanced Recovery programme for Laparoscopic Colorectal Surgical patients.
- 5 day stay ward / admission on day of surgery
- Acute surgical wound advice / management

Acknowledgements

- NAASP
- Colchester General Hospital

Questions ?

- Thank you for
 - your time.