

Job Title:	Registered OR/Dayward Nurse (RN) (Specific)
Position Code:	WBM-NDR-340,341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 358, 359
Reports To:	In-Charge OR/Dayward Nurse, Head Nurse
Department/Division:	Medical Department/Nursing Division

Primary Purpose of the Job:

Responsible for participating in all aspects of the Surgical pathway at West Bay Medicare, directly reporting to OR & Dayward In-charge, that provide excellent care to all patients, with specific responsibility for providing skilled clinical and technical assistance as a member of the operating theatre & dayward team, and also may include peri-operative and post-operative care in the surgical and refractive suite of the hospital, and assisting with minor operations. To ensure a comprehensive level of care provision ensuring the patient is regularly updated to encompass change and will deliver highly skilled patient-centered care to all patients within WBM. Assist in maintaining an 'out of hours' emergency patient service for quality standards and continuity of care. They will adhere to the principles of clinical governance and the Quality of Care to assist in providing the most efficient and effective level of service.

Principal Accountabilities & Responsibilities:

1. Undertake and perform a range of nursing assessments and interventions to assess health needs, provide care, and advice and support people to manage their health.
2. Functions independently to evaluate and treats patients with complex acute, critical and chronically ill patients, according to written guidelines as defined by the nurse practitioner's professional scope of practice as defined by the QCHP and in adherence with WBM agreed upon scopes of practice.
3. Assess employees are presenting with illness or injuries and the provision of primary nursing care and treatment (wound dressing, bandaging, venoclysis, ECG taking, eye test etc.). Arrangement of follow-up appointments with the physician for further care and assess the effectiveness of management.
4. Attend / Assist medical examinations and procedures as necessary.
5. Administer medication as ordered by a physician.
6. Outstanding organisational skills are and responsible for setting up the operating room and preparing instruments and equipment for surgeries. Must have a terrific attention to detail, ensuring that stock doesn't diminish and that the surgical team has everything they need for any operation or procedure.
7. Ensure that all medical and first aid equipment is maintained in a serviceable condition by monitoring and regularly testing/calibration of the equipment.
8. Contribute to the efficient maintenance of confidential medical records by recording accurately medical unit attendances and treatment administered.
9. Establish a medical nursing diagnosis and process.
10. Work in a variety of clinical settings in collaboration with other health professionals.
11. Provide palliative care as needed to keep the patient comfortable.
12. Performs appropriate age histories for new patients.
13. The nature of any theatres job will typically involve lengthy operations or surgical procedures, which means the ability to maintain your concentration for long periods of time is essential.
14. Obtains age appropriate interval histories on return patients.
15. Performs focused examinations on return patients.
16. Performs or requests and evaluates diagnostic studies as indicated upon evaluation of the patient.
17. Performs designated procedures after demonstrating competency and according to the written standardised procedure where applicable.
18. Facilitates the patient's transition within and between health care settings: admissions, transfers and discharges and completes appropriate documentation.
19. Works across all service lines by collaborating with multidisciplinary team members and making appropriate referrals.

20. Applies critical thinking to make independent determinations on process and policy exceptions that need to be defined on a case by case judgment.
21. Evaluates the effectiveness of interventions. Individualizes the plan of care, treatment based upon the desired treatment outcomes.
22. Utilise your extensive theatre surgical skills and provide exceptional client customer care, while continuously learning and developing your own skills and career.
23. Scrub, assist and circulate for specific surgical cases following set protocols.
24. Utilizes effective communication and interactions with patients, family, staff and members of the community from diverse backgrounds.
25. Acts as advisor and facilitates staff, patient and family decision making by providing educational tools.
26. Provides counselling/anticipatory guidance to patient, family and/or staff regarding physical, psychological or developmental needs.
27. Operating theatres can be high-pressured environments, so you must be able to act calmly, even under pressure.
28. Proven current clinical and/or independent sector experience in a range of surgical specialities including (but not limited to):
 - Anaesthetics
 - Orthopaedics - upper and lower limb
 - Ophthalmology
 - Endoscopy
 - Gynaecology
 - Urology
 - General Surgery
 - Cosmetic procedures
 - Gastroenterology

Decision Making Authority:

- ❖ Performs job functions adhering to service principles with customer service focus of innovation, service excellence and teamwork to provide the highest quality care and service to our patients, families, co-workers and others
- ❖ Initiates and/or participates in the development of WBM policies, procedures, and protocols regarding patient care
- ❖ Is active in Departmental, Divisional and hospital committees.
- ❖ Maintains knowledge of current/new evidence-based practices and incorporates findings into clinical practice
- ❖ Takes accountability for their own clinical and professional growth based on evaluation and feedback. In collaboration with leadership, sets realistic goals for performance plan
- ❖ Maintains competency and professional development.

Qualifications, Knowledge, Skills & Experience:

A. Education

- ❖ Bachelor's degree in nursing (4 years). (Essential)

B. Experience

- ❖ Minimum 5 years post registration experience in OR and Dayward, of which minimum of 3 years' experience in a Primary Care Urgent, ambulatory and surgical ward.
- ❖ Experience of managing patients undergoing conscious sedation
- ❖ Evidence of leadership skill applied knowledge and management skills.

C. Required Certification/Licensure/Registration:

- ❖ Licensed Registered Nurse with Qatar Council for Healthcare Practitioners (QCHP). (Essential)
- ❖ BLS/ILS Certification Paediatric/Adult. (Essential)
- ❖ Additional professional qualification such as Advance Cardiac Life Support (ACLS) certification is preferred.
- ❖ Train the trainer or clinical skills certification is preferred.
- ❖ Ability to utilize extended education, skills and experience in the assessment, evaluation, diagnosis and management of acute and chronic illness and disease (e.g. Hypertension, diabetes, dyslipidemia, anaemia, asthma,

depression, anxiety, obesity, osteoarthritis, smoking cessation, thyroid disorder, wound care, musculoskeletal disorder, etc.)

D. Skills & Other special features

- ❖ Fluency in spoken and written English. (Essential). Arabic is also preferred.
- ❖ Must Maintain patient confidentiality. (Essential)
- ❖ Working knowledge of IT systems such as Microsoft Word.
- ❖ Good organization and computer skills. Ability to communicate effectively with all levels of employees.
- ❖ Evidence of continued professional development.
- ❖ Communication:
 - This is all about everybody making the effort to communicate with patients and employees at all levels in an appropriate, thoughtful and timely manner.
 - Effective written and oral communications skills
- ❖ Problem solving and decision making:
 - This is all about looking for ways to overcome and learn from problems and challenges that arise.
 - Ability to problem solve, anticipate and prioritise appropriately
 - Demonstrates a proactive, positive and optimistic attitude using common sense approach
 - Ability to deal with challenging situations
- ❖ Planning and organising
 - This is all about making the best use of the time you have available to you to do your job, working in an organised manner and planning to ensure you achieve your agreed work goals.
 - Flexibility in working pattern to meet the needs of the service.
 - Flexible, pragmatic and articulate.
 - Demonstrates ability to work under pressure.
 - Ability to adapt to change within working situations.
- ❖ Leadership
 - This is all about taking full responsibility for leading others to achieve the goals and objectives of WBM.
 - Experience of teaching and supervising others.
- ❖ Teamwork
 - This is all about people working together effectively to achieve more than they possibly could working individually.
 - Ability to work well in a team but also without direct supervision.
 - Confident with senior colleagues, clinicians and key suppliers.
- ❖ Developing Self And Others
 - This is all about being prepared to continually learn to better yourself and being prepared to help others to learn and develop to achieve their full potential.
 - Willingness to undertake appropriate training and development.

AGREEMENT (FOR INDIVIDUAL JOB DESCRIPTION)

I, the undersigned, hereby acknowledge that I have read my job description and understand its content. I agree to demonstrate the application of this job description in my day-to-day activities and in accordance with the Mission, Vision, and Values of West Bay Medicare.

CHECKED AND VERIFIED BY

(Write-in BLOCK Letters)	Staff No.	Date	Signature
Reviewed by Job Holder:			

Endorse by First Supervisory Level:				
Endorsed by QSM:				
Checked & Verified by HRM:				