Mater Misericordiae University Hospital
Dublin

Staff Development Facilitator
Operating Theatre

Job Title / Grade: **Staff Development Facilitator, CNM2**

Department: **Operating Theatre**

Directorate: **CCAEST**

Location: **Operating Theatre, MMUH**

Reporting Relationship: **Operating Theatre CNM3**
CCAEST Directorate Nurse Manager

Working Relationship: **Operating Theatre CNM3 and CNM2**
Centre for Nurse Education

Responsible to: **Director of Nursing**

Effective Date: November 2026
Review Date: November 2028

JOB DESCRIPTION

Job Purpose:

The post holder will lead on the provision of clinical support and training to Operating Theatre staff. The aim is to assist and support perioperative staff on their transition to the working environment, enhance their skills, competence and confidence in the theatre environment. He/ She will work with the nursing team to ensure maintenance of the required and appropriate clinical skills and competencies to facilitate timely patient care and interventions.

KEY RESPONSIBILITIES

- Work in collaboration with all the members of the Operating Theatre multi-disciplinary team.
- Facilitate development and enhancement of perioperative skills and training.
- Monitor and promote professional development of all staff.
- In order to achieve quality nursing care, the SDF is responsible for the implementation of optimal achievable standards that include physical, psychological, social, spiritual and emotional dimensions

CORE COMPETENCY

Professional/ Clinical:
The Staff Development Facilitator will:

1. Exhibit a high level of professional behaviour and clinical leadership
2. Work with staff individually to promote high quality patient care
3. Encourage staff to adhere to standards and guidelines relating to professional nursing/midwifery practice according to hospital and National policies and Nursing Midwifery Board of Ireland (NMBI).
4. Supervise and contribute to competency attainment for qualified staff in their development or expansion of roles to meet surgical service needs, for example: development of learning package and facilitating same
5. Support the implementation of new evidence based clinical practice developments in the hospital
6. Maintain documentation in accordance with practice standards
7. Be familiar with relevant national report recommendations and be involved in the implementation of the recommendations at local level
8. Ensure that service users and others are treated with dignity and respect.
9. Operate within scope of practice - seek advice and assistance from his / her manager with any cases or issues that prove to be beyond the scope of his /

her professional competence in line with principles of best practice and clinical governance.

10. Promote participation in local and national initiatives as they develop

Management

1. Maintain nursing/midwifery records ensuring that all documentation is according to the standards set by the Nursing and Midwifery Board of Ireland (NMBI).
2. Promote and assist in the role expansion of the Nurse when appropriate for service requirements.
3. Actively participate in team meetings / committees relevant to nursing development, communicating and working in co-operation with other team members.
4. Assist with the development and maintenance of nursing standards, protocols and guidelines consistent with the highest standards of patient care.
5. Assist with the implementation and evaluation of best practice policy and procedures in collaboration with Practice Development/ CNE, and multidisciplinary team
6. Liaise with the audit coordinator to identify, initiate and participate in clinical audit and research studies as appropriate

Health & Safety

1. Ensure that effective safety procedures are developed and managed to comply with statutory obligations e.g. health and safety procedures, emergency procedures.
2. Observe, report and take appropriate action on any matter which could potentially be detrimental to or affect the well- being of any staff member or service user.
3. Have a working knowledge of national standards/ guidance documents as they apply to the role (for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc.)

Education and Training

1. Work with the multidisciplinary team in establishing and maintaining a quality clinical learning environment.

2. Maintains own continuing professional development including attending mandatory training, study days, seminars, courses of study necessary to maintain competence and experience to fulfil the role of skills facilitation.
3. Supervise and contribute to competency attainment for qualified staff in their development or expansion of roles.
4. Participate in and act as a resource to assist in the education and learning needs of newly recruited nursing staff and staff on rotation in the clinical areas. (Development to implementation and evaluation of education programmes).
5. Assist the clinical managers in conducting a performance review, including personal improvement/ development planning as appropriate.
6. Promote and facilitate good communications within the trauma services and with external agencies.
7. Provide staff members with leadership and motivation which is conducive to good working relations and work performance.
8. Manage all resources efficiently and effectively within agreed budget.
9. Engage in IT and other technological developments as they apply to service user and service administration.

General Responsibilities and Accountabilities

1. Confidentiality
   You will be aware of the confidential nature of Hospital work and in particular, the right of patients to confidentiality.
2. Policies & Procedures
   You are required to familiarise yourself with and adhere to all policy and procedural documents relevant to your position.
3. Hygiene Standards
   The highest standard of hygiene must be maintained in the Hospital at all times and all staff members are responsible for ensuring compliance with the Hospitals requirements and standards with regard to hygiene. It is the responsibility of all staff to have a fundamental understanding of their individual responsibility in maintaining departmental & site hygiene standards.
4. Health and Safety
   Ensure that effective safety procedures are in place to comply not only with the Safety, Health and Welfare at Work Act 2005 but also within the spirit of the Hospital's mission, vision and values, and they are known and followed by staff. You are required to familiarise yourself with the requirements of employees under the Safety, Health and Welfare at Work Act 2005 and to promote a work environment that is compliant with the Safety, Health and Welfare at Work Act 2005. Each staff member is individually responsible for ensuring that the Hospital remains a safe place to work.
5. Information Technology
   Ensure the most effective and efficient use of developments in information technology for administrative support in a manner, which integrates well with systems throughout the organisation.

6. Business Continuity Management
   Business Continuity Management (BCM) is a holistic management process that identifies potential impacts that threaten an organisation and provides a framework for building resilience and the capability for an effective response that safeguards the interests of its key stakeholders and reputation" (BS 25999) All Staff employed in the Mater Misericordiae University Hospital are obliged to:
   - make themselves familiar with the Organisational Business Continuity Plan
   - attend BCM education sessions provided for them
   - make themselves familiar with their individual roles as set out in their departmental business continuity plan if applicable and or the Organisational business continuity plan

Note:
These duties and responsibilities are reflection of the present service requirements and may be subject to review and amendment to meet the changing needs of the Hospital. The incumbent Operating Theatre Staff Development Facilitator will be required to maintain, enhance and develop their professional knowledge, skills and aptitudes necessary to respond to a changing climate.

PERSON SPECIFICATION

Job Title/Grade	Staff Development Facilitator
Department	Operating Theatre
Location	Level 3 Whitty Wing, MMUH
Date	

Requirements	**Essential**	**Desirable**
Qualifications	Registered on the General Division of NMBI Post-graduate course Perioperative Nursing Computer skills Up to date in all mandatory training as per hospital policy	Teaching and assessing course Management course
Experience	Minimum of 5 years post registration experience in the acute hospital setting, 3 of which should be in the operating theatre setting Proven record of motivating and teaching staff Have the necessary managerial and administrative capacity to perform the functions of the role	Perioperative experience
Organisational Knowledge	Good knowledge of the health service with particular reference to professional development issues and nursing education	Knowledge of the organisational strategy specific to trauma service
Professional Knowledge	Possess theoretical and clinical knowledge appropriate to the complexities of the post Have a strong commitment to post registration nurse education	
Core Aptitudes Analytical & Judgemental Skills	Effective interpersonal and communication skills including facilitation	

Planning & Organisational Skills Strong leadership and influencing skills. Excellent interpersonal and communication skills. Other Skills	Excellent organisational skills including computer skills and time management Good understanding of adult learning and able to facilitate same Leadership and personal motivational skills Commitment and responsibility for continuous improvement focus is on quality outcomes Commitment to personal professional development Ability to carry out and report on audit findings Willing to be involved and lead on research initiatives.	

Signatures: _____ _____

Title: _____ _____

Date: _____ _____

HR Rep: _____

Date: _____