

Kamille Jackson

ROLE

Theatre Manager

LOCATION

Carlisle, UK

My **Profile**



My **Background**



My **Responsibilities**



My **Motivations**



My **Challenges**



My **Influences**



My **Information Sources**



Common **Questions**



Internal Use Only

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I am a 45 year old registered nurse with over 20 years of clinical experience. I have undertaken most nursing roles in the OR from scrub tech to first assistant and then moved into management. This is my second role as a leader of a hospital's perioperative services and I still enjoy the buzz of using my experience to make so many moving parts come together and deliver a fantastic patient experience.

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My Profile**My Background****My Responsibilities****My Motivations****My Challenges****My Influences****My Information Sources****Common Questions**

The Theatre Manager role is becoming increasingly important as hospitals wrestle with a changing marketplace and regulations, whilst trying to manage within budgets. Increasing transparency and oversight is putting a real focus on the need to achieve incremental improvements in OR utilisation and efficiency.

In countries such as the UK, where there is a publicly funded healthcare system, the Theatre Manager will have a greater focus on operational issues such as moving cases from one theater to another, assigning and relieving staff, prioritising urgent cases and scheduling add on cases. In profit orientated healthcare systems, such as the USA, the OR Director will typically focus on strategic issues such as long term resource planning, surgical facilities, standard of care and profitability. Both, however, will be closely measured on patient safety, clinical performance (e.g. infection rates) and cost budgets.

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My **Profile**My **Background**My **Responsibilities**My **Motivations**My **Challenges**My **Influences**My **Information Sources**Common **Questions**

Internal Use Only

Through my team it is my responsibility to lead the delivery of nursing and patient care services which meet or exceed cost, quality, clinical, safety, efficacy, and performance standards. I ensure that our services meet physician and patient requirements by designing and implementing systems and processes that evaluate and improve patient care within our perioperative services.

I am responsible for ensuring that my staff provide safe, efficient, quality care and are in compliance with standards of care, regulatory standards, and hospital policies, procedures, and practices. I am also responsible for managing financial performance and ensuring that we utilise our resources efficiently and effectively, without exceeding our cost budgets.

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Common **Questions**



- ① To lead and motivate a successful team.
- ② To achieve high patient satisfaction levels.
- ③ To achieve my KPIs / targets; theatre utilisation & effectiveness, infection rates, cost budgets, personnel performance.
- ④ To achieve high consultant surgeon satisfaction levels.

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Delivering on performance and cost targets



My **Background**



Maintaining staff knowledge and compliance with hospital rules and procedures



My **Responsibilities**



My **Motivations**



My **Challenges**



My **Influences**



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Common **Questions**



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Common Questions



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Delivering on performance and cost targets

With demand rising and budgets tightening I am always under pressure to have the right facilities, medical devices and clinical resources available to perform the required procedures. The scale and complexity of the resources involved make it very difficult to always do things in the most effective way and to achieve my clinical performance targets.

How I overcome it today

I am extremely organised and undertake detailed resource planning with my team.

In addition;

- I'm rigorous about only using approved medicines and medical devices.
- I ensure the WHO Best Practice Protocols are adopted and practised, where appropriate, within our rules and procedures.
- I maintain a dashboard for key metrics such as infection rates and actively encourage my team to share best practices.

How can Biocomposites help?

The use of Stimulan as part of your infection management strategy delivers improved clinical outcomes and eliminates the need for a second procedure to remove the device. If you decide to mix Stimulan with antibiotics, they will be released at supra MIC levels locally. This will protect the device from colonisation by bacteria, can reduce the need for longer term systemic delivery and help with your antibiotic stewardship – transforming outcomes and lowering costs of care.

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My **Profile**My **Background**My **Responsibilities**My **Motivations**My **Challenges**My **Influences**My **Information Sources**Common **Questions**

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Maintaining staff knowledge and compliance with hospital rules and procedures

Overseeing more than one hundred staff, supporting multiple theatres, makes it very difficult to ensure that all hospital rules and procedures are being followed. This is exacerbated by the frequent coming and going of reps who are always trying to persuade surgeons to try out new medical devices.

How I overcome it today

I need to maintain a regular flow of relevant and compelling information if I am to keep so many people up to date and informed. This includes team meetings, poster reminders and training sessions.

I'll also;

- Mandate and police compliance with the rules. Performance managing anyone who falls short.
- Occasionally ask the distributor reps to undertake training for a specific device or technique.
- Control rep access to the hospital and surgeons and make sure they are aware of the risks and sanctions if they bypass our processes.

How can Biocomposites help?

- Regularly visit Theatre Managers to make sure they are fully aware of what we offer and that their staff are trained to use Stimulan.

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Common **Questions**



- 1 The hospital senior leadership team.
- 2 The consultant surgeons.
- 3 My team.
- 4 Purchasing department.

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Common **Questions**



- 1 Surgeon and team feedback.
- 2 Peer to peer conversations.
- 3 Distributor reps.

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Common **Questions**



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- ① What is Stimulan indicated for?
- ② How much does it cost?
- ③ What supporting data do you have for Stimulan?
- ④ Which surgeons are asking to use it?
- ⑤ Has Stimulan been approved for use in this hospital?