

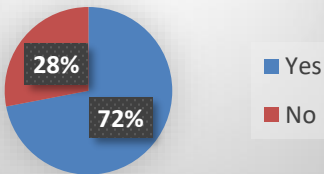
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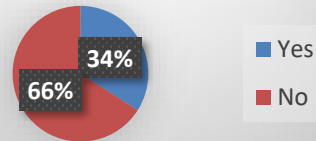
Expanding the ODP role beyond the walls of theatre.

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Considering leaving the organization (NHS Staff Survey 2025)



Are there development opportunities within the organization (NHS Staff Survey 2025)



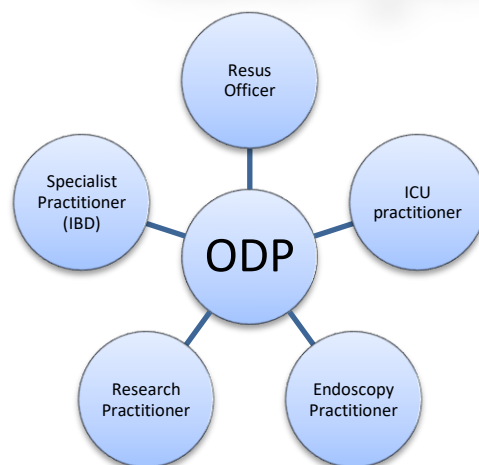
The aims of this project is to create opportunities for ODPs to develop into roles beyond the traditional theatre setting. ODPs have a set of skills that mirror a lot of traditional nursing roles which I believe they could be successful in, if opportunities arose. This project involves sitting down with senior leaders at the trust and skill matching roles so a hierarchy approach to deliver the message to appointing managers that a ODP could perform a role in their area.

In addition to this making ODPs aware of how they can develop outside of theatres so they themselves can go challenge the taboo of "is this really a nursing exclusive role".



Traditionally the role of an Operating Department Practitioner (ODP) is viewed as a theatre exclusive with roles beyond the theatre environment being limited. The division I work at within my trust has supported some ODP roles outside of theatres seen in the beside diagram.

With a disheartened workforce (see above tables from staff 2025 staff survey) I believe having opportunity to develop beyond theatres would provide an energy back into the workforce as ODPs would see their skills as more valued. I also believe there is a lack of education with the ODP workforce as to where they can develop to. I have shared the below flow diagram with the team with a view of potential pathways of development within the four pillars of professional practice.



Actions Taken: At the start of this project, I decided to use a hybrid approach of using Kotter's 8 steps (Kotter, 1995) and the PDSA cycle (Deming, 1985). I used Kotter's to help me create an urgency of my challenge/elevator pitch and identify key stakeholders. Once message was created and stakeholders identified I used the PDSA cycle to map out steps. I approached the Chief AHP and have had regular meetings with them. I have also mapped an ODPs skills set against the step 1 competencies on critical care to demonstrate transferable skills.

Impact: A challenge in implementing this project has been that there has been a divisional restructure where key stakeholders within this project have been reapplying for their jobs. Even so I have managed to have some impactful conversations with the Chief AHP and they are taking this to the chief nurse in the trust and some forums. With the way jobs are put out through trac the conversation regarding ODPs being suitable needs to be top down driven so appointing managers will take note.

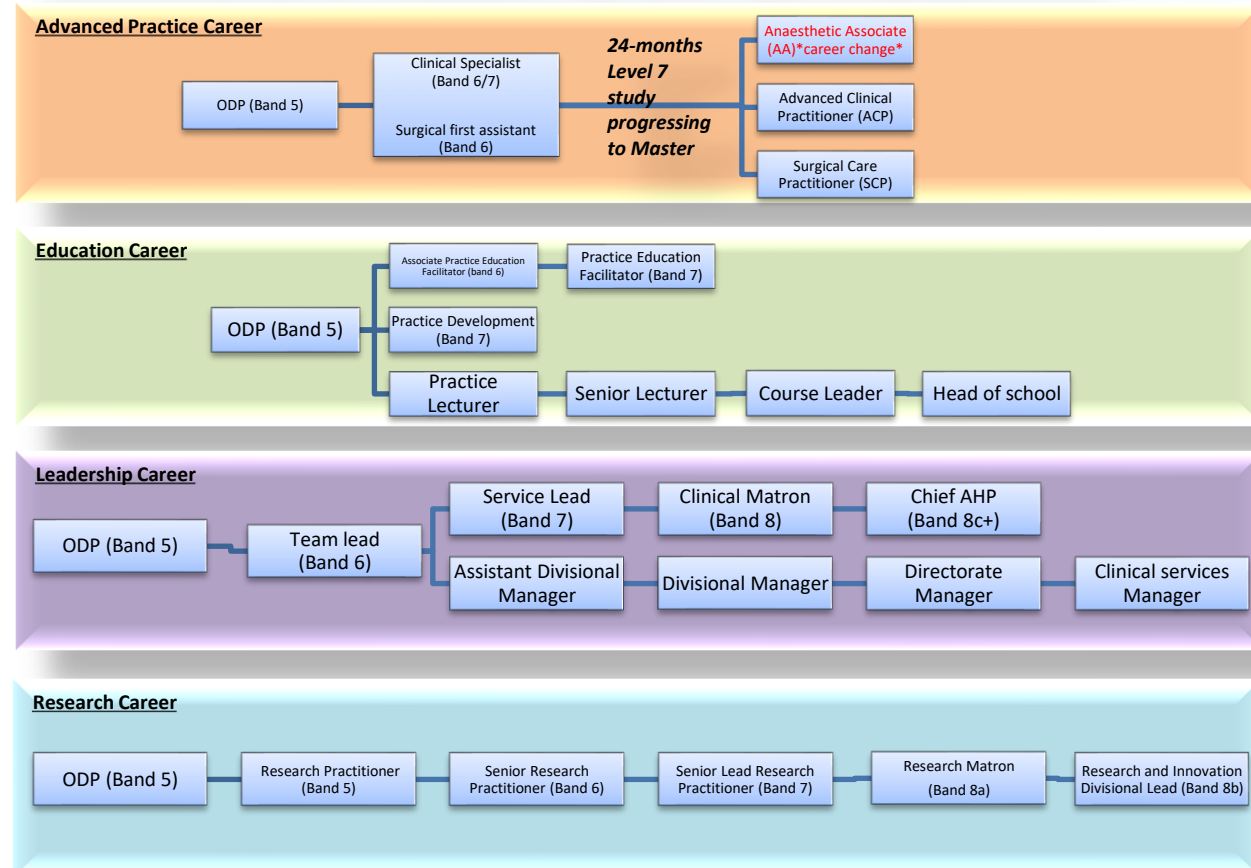
Currently little movement has occurred due to above challenges. However, my vision is this will re-energize the workforce if successful.

Leadership Learning: I have learnt the importance of asking the right questions and to the right people.

Collaborative action learning sets are something I have already started using within the senior management team meetings to resolve challenges.

Future Plans: Continue to expand the ODP teams' knowledge of development opportunities and encourage team to push on jobs that are "nursing exclusive".

Continue to skill match ODPs against roles to open opportunities across the trust. Success stories of ODPs in roles outside of theatres to be shared amongst other organizations to hopefully open opportunities nationally.



I believe with greater education within the ODP workforce of development pathways will help push ODPs to look beyond theatres for progression and ask the question "why can't a ODP do this role?".

In addition to this identifying roles with senior leaders by skill mapping roles that ODPs can perform will potentially open opportunities across all divisions within the trust allowing ODPs to apply for roles that are usually consider a nursing exclusive role. Successful ODPs will open opportunities for future ODPs within the trust.