

## **JOB DESCRIPTION**

### **1. JOB IDENTIFICATION**

Job Title:	Advanced Nurse Specialist - Pain Management Band 7
Responsible to;	Clinical Nurse Manager
Department:	Pain Service
Directorate:	Theatres, Anaesthetics and Pain Medicine
Operating Division:	NHS Lothian University Hospitals Division
Job Reference:	069988
No of Job Holders:	7 WTE
Last Update:	June 2011

### **2. JOB PURPOSE**

To provide expert clinical care and expert advice on pain management to multi-disciplinary colleagues as well as managing a clinical caseload. The post holder will make autonomous decisions using advanced knowledge and skills regarding pain management including assessment, reviewing, ensuring appropriate treatment is planned and medication prescribed.

To be responsible for providing specialist education and training programmes for health care professionals and other professional groups within NHS Lothian and to identify and undertake research activities, ensuring evidence-based practice in the specialist area, in order to support service improvement.

### **3. DIMENSIONS**

As members of the multi-disciplinary team the post-holders are responsible for the development and delivery of education programmes, guidelines and protocols in pain management for doctors, nurses and other allied health professionals. Education is delivered regularly both within NHS Lothian and as part of the core curricula in local universities; Napier University, Edinburgh University & Queen Margaret University.

The post-holder provides leadership and education for multi-disciplinary professionals within the clinical setting by promoting and upholding clinical excellence in pain management.

The post-holders are responsible for the day-to-day management of their caseload of patients within the pain service.

The post-holder is not responsible for managing a budget but needs to be aware of the resources available and the need to remain within the financial envelope.

#### 4. ORGANISATIONAL POSITION



#### 5. ROLE OF THE SERVICE:

The Pain Management Service is part of the Theatres, Anaesthetic and Pain Medicine Directorate.

The pain service is responsible for the provision of an in-patient pain management service within NHS Lothian (Bed capacity per site: RIE 900, WGH 800, SJH 500 approx). Across the 3 sites the pain service reviews in excess of 3000 patients per annum. The service also offers pain management advice as requested to other hospitals and primary care providers both within and outside NHS Lothian.

## 6. KEY RESULT AREAS

### **Professional**

Act as an exemplary professional role model for leading specialist pain services, within own hospital and nationally

Use evidence and research results to market the role of the pain service to other health care professions within and out-with the hospital (i.e. university students and staff).

Conduct clinical evidence based practice in accordance with national SIGN/Nice Guidelines and NHS Quality Improvement Scotland.

### **Leadership and Management**

Lead and support nursing staff and advise medical staff within the directorate on all aspects of pain management. Ensure patient needs in relation to pain are assessed, care is planned, implemented and evaluated involving patients at all stages of the consultation. This involves both pharmacological and non-pharmacological pain management decisions on a daily basis, e.g. alteration to analgesic prescriptions.

Initiate and formulate policies, procedures, standards and protocols (in relation to pain management) that impact across NHS Lothian and are shared nationally. Ensure that all members of the multidisciplinary team are aware of and work within these policies and procedures to ensure that safe working practices are maintained for both patients and staff.

Provide expert advice to all professionals, throughout NHS Lothian and nationally in the development of local and national guidelines e.g. Pan-Lothian Joint Formulary, and in the development of NHS Quality Improvement Scotland Best Practice Statement in Post-Operative Pain Management.

Contribute in conjunction with key stakeholders the future service provision and planning for the pain management services both locally and nationally.

Lead clinical practice developments within nursing pain management, e.g. introduction of protocol and training to allow nurses to administer bolus drugs via epidural.

Responsible for the recruitment, management, clinical and professional development of clinical nurse specialists (Band 6) within the pain service Pan Lothian.

Responsible for the recruitment, support and management of rotational staff acquiring pain team experience for their professional development and learning to be shared with parent unit.

### **Clinical**

Practice as an advanced clinical nurse specialist, screening, prioritising and managing referrals to the pain service.

Maintain high standards of pain management by working in partnership with the Consultant in pain management, the other clinical nurse specialists and other members of the multidisciplinary team.

Working as independent prescriber, responds promptly to patient requirement for pain and symptom management.

Work in partnership with the other pain management advanced nurse specialists to initiate, develop, maintain and implement clinical guidelines and policies relating to pain within NHS Lothian, ensuring set standards are maintained and updated through regular review.

Initiate clinical audit of specialist services for pain management to ensure evidence-based practice is maintained.

Identify and develop ways of improving and optimising the pain management e.g. Clinical Management Plans, Supplementary and Independent prescribing.

In partnership with the multi-disciplinary team, identify and develop highly specialist pathways of care requiring the expertise of the pain management service.

Maintain pain management equipment and supplies whilst being aware of financial constraints.

Clinically responsible for accepting referrals from other specialties, e.g. surgeons, clinical nurse specialists. Manage and follow up patients autonomously until discharge from pain review. Liaise with primary care regarding ongoing pain management of patients.

Educate patients in the management of pain and related specialist equipment during patient assessments and reviews. This regularly involves dealing with distressed patients, their relatives and patients with highly complex pain management issues and extensive co-morbidities.

### **Research and Audit**

As a highly specialist practitioner, the post holder will regularly identify, initiate and lead in key clinical research and audit projects across the pain service within NHS Lothian collaborating with other members of the multi-disciplinary team as appropriate.

Generate comprehensive data and statistics to allow audit within the pain service and disseminate audit/research results through verbal presentation, posters locally and nationally within formal and informal settings to large audiences.

Promote and develop research and clinical audit programmes to support best practice which is evidence-based and leads to continuous improvements in care. Encourage and facilitate pain research by the multi-disciplinary team.

Evaluate newly generated research findings and adapt them for practice using advanced knowledge and skills and disseminate findings internally to influence best practice.

Lead in the systematic review of current guidelines and protocols for practice in pain management

### **Education**

Provide expert clinical advice for developing and delivering appropriate multidisciplinary specialist education and training programmes to promote a wider understanding of Pain Management in the healthcare setting. This includes pre and post registration nurses, all grades of medical staff, and Allied Health Professionals.

Promote and advise on health and life style activities for patients, carers, health care professionals and the general public as part of their pain management plan.

Direct and support the provision of clinical practice for pre-registration and post-registration learners, to fulfil curriculum requirements and ensure that appropriate educational opportunities are provided.

Ensure that on-going personal development needs and professional education and research needs are identified and met through participation in the Knowledge and Skills Framework and by attending and participating in appropriate seminars, study days and conferences.

Formulate and present either verbally or written clinical specialist opinion and expert knowledge at conferences for other health care professionals within NHS Lothian, Scotland, Nationally and Internationally within formal settings and to large audiences. Regularly within NHS Lothian, Scottish and National events annually.

The educational element of the post involves presentation and teaching to large groups of up to 200 staff in universities and colleges. Generally every six months dependent on need.

## 7a. EQUIPMENT AND MACHINERY

The post-holder is expected to have knowledge and ability to use all equipment required in their specialised area however may not have daily clinical involvement.

<b>Generic</b>	<b>Specialised</b>	<b>Very Specialised</b>
Resuscitation equipment	Infusion devices /pumps	Invasive monitoring
Digital thermometers, Automatic BP recorders	Glucometer	Cardiac monitor Pulse Oximeter
Patient moving e.g. patient hoist, pat slides, theatre trolleys	Wound catheter delivery systems	Invasive monitoring equipment
Fire Equipment Pneumatic Tube System	Trak	Intubation equipment
Database/computer	Humidified therapy	Respiratory rate monitoring
Television bedside unit	Patient Controlled Analgesia Pumps	Transcutaneous Electrical Nerve Stimulation (TENS)
Fridge/ice machine	Epidural pumps	Nitrous oxide/Oxygen (Entonox®) delivery system
Pneumatic Tube System	Nimbus Pressure Mattress	Defibrillator semi automatic/manual
Nurse call system	Suction equipment	
Walking Aids		
Oxygen Cylinders		
Samhall Turner		
Easy slide		
Raised Toilet Seat		
Xray box		
Electronic beds/chairs		

Wheelchairs		
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Take the lead in the development and dissemination of education and training of all staff in the use of infusion and monitoring equipment used by the Pain Service e.g. Patient Controlled Analgesia, epidural/local anaesthetic pumps, TENS and elastomeric pumps.

The post-holder is responsible for the clinical evaluation of new equipment and makes recommendations relevant to purchasing policies for all equipment used in pain management. The post holder liaises with relevant companies at a local level, organising trials of equipment and negotiates with management to plan requirements for ongoing equipment and product needs.

#### **7b. SYSTEMS**

- Lothian Pain Database – collect and input data that allows post-holder to determine workload and activity.
- Trak - Local Patient administration systems.
- Intranet and Internet - Personal and Business.
- Datix – local incident reporting system.
- Wardwatcher audit system.
- Establishment of Pain Website (input and maintenance of content).
- Manage and update locally held pain management records, written and electronic clinical information systems and patient's medical and nursing records.
- Order and stock control within the service.
- Collecting and collating statistics where appropriate.

#### **8. ASSIGNMENT AND REVIEW OF WORK**

The post-holder working autonomously, screens, assesses and often manages an unpredictable and highly complex caseload of patients. Initiates, prescribes and follows up treatments, refers on to other services and discharges patients where appropriate from the pain service.

Independently accepts and acts on referrals from other disciplines & professions and provides specialist advice and recommendations regarding the management of patients with pain.

Work in partnership with anaesthetic Consultants regarding complex patients and refer on to other specialist if appropriate.

The postholder will meet regularly with line manager to agree targets and goals of the pain service.

Regular attendance at the directorates' clinical forums held by the clinical management team to review and discuss service development.

The post-holder is responsible for identifying ongoing development needs and will have a Professional Personal Development Plan, which is reviewed annually by the Lead for Advanced Practice.

## **9. DECISIONS AND JUDGEMENTS**

Make complex clinical and professional decisions on a daily basis regarding the nursing and medical management of patients. This will also include prescribing appropriately and the provision of expert advice to the multi-disciplinary team.

Justify clinical decision making with regard to patients' health care, through stringent monitoring of the patient's condition and acting on clinical judgements.

Freedom to act: The post holder is expected to be self-directed and to work autonomously within broad occupational guidelines and policies in order to address a broad range of priorities and responsibilities across different teams, specialties, departments and care settings

Identify and manage clinical risk. For example regarding appropriate levels of care such as high dependency requirements or decisions affecting patients' discharge from hospital.

Ensure the patients rights are upheld when identifying, screening and recruiting subjects into clinical research studies.

Assess and recognise staff performance issues, referring issues to individual's direct line manager for information and/or further action.

## **10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**

Working as an autonomous practitioner managing a highly complex and unpredictable case-load of patients in acute pain and symptom management, requiring highly specialised skills and high levels of concentration and accuracy by the post-holder e.g. when setting PCA/Epidural pumps, and when prescribing medication.

Pain management of patients who are already tolerant to opioid drugs, patients with addictions and drug users. Dealing with these patients and their families can be very challenging as can supporting the staff caring for them. This requires a high level of emotional effort. Facilitating communication between the professionals involved in the care and treatment of patients requiring complex pain management this may include patients dealing with advanced cancer and chronic pain diagnosis.

Need to respond rapidly to unpredictable clinical and non-clinical pain events which may require reprioritisation and reallocation of workload.

Provide expert opinion and leadership in influencing and managing service improvement, challenging attitudes, culture and working practices whilst sustaining relationships and trust cross NHS Lothian. Using advanced interpersonal skills when dealing with multi-faceted organisations.

Having the tenacity and vision to initiate, formulate and implement improvements and change effectively in a multidisciplinary environment. Streamlining the process of care for patients requiring complex pain management in hospital.

Having the advanced knowledge and experience to make the clinical decision to discharge patients sometimes with ongoing pain management needs. Ensuring appropriate follow-up and support for these patients.

## 11. COMMUNICATIONS AND RELATIONSHIPS

Communicate and liaise with patients regarding the delivery of care on a daily basis.

Plan and deliver effective care in collaboration with Palliative and Chronic Pain Specialists when appropriate.

The post-holders are occasionally responsible for providing and receiving highly complex and sensitive treatment and condition information to families where there can be significant barriers to understanding or acceptance. This may be due to learning difficulties, mental health issues, where English is spoken as a foreign language or in breaking bad news to families.

Dealing with very distressed patients with highly complex pain management issues and extensive co-morbidities. The post-holder must possess knowledge and understanding of these patients and their disease process in order to identify & deliver management plans. Negotiating with patients consultants to devise optimal treatment plans for pain management. These plans must be tailored to individual requirements and take into consideration the effects on present and future lifestyle.

The post-holder must overcome barriers from patients, relatives and carers who may be hostile and are often distressed with what they view as unacceptable levels of pain and side effects of medication. Information discussed with patients and carers is often highly sensitive e.g. patients with newly diagnosed cancer or following surgery for inoperable disease.

Liaise with the multi-disciplinary team regarding service needs and requirements daily and share knowledge and expertise face-to-face, by telephone, by e-mail and letter or fax with hospital and community nursing and community medical staff.

The post-holders are regularly involved in presenting at local and national educational meetings to large groups (on occasions >200 delegates) of staff from a variety of disciplines e.g. pre and post registration nurses, allied health professionals and all grades of medical staff.

Liaise, and share knowledge and expertise, with other pain management nurse specialists within the division and nationally.

Other relevant lines of communication encompass the following internal and external groups to ensure the gathering and dissemination of information as appropriate:

### Internal Communication

Clinical management team, Operational Management, Pharmacy, Multi-disciplinary lead clinicians, Critical Care Teams, Community Teams, Risk Management, Health and Safety, R & D Department, Support Services, Procurement and IT.

### External Communication

Patients and their carers, Other hospitals/pain management teams throughout the UK, Professional links locally and nationally, Educational institutes, Specialist Support Groups, Voluntary Agencies, Community Health Practitioners, Social Work, Drug Companies and representatives.

## 12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

### **Physical Skills:**

Administration of intravenous and sub-cutaneous injections  
Setting of syringe pumps and infusion devices  
Intravenous additives  
Insert sub-cutaneous cannula  
Administer Nitrous Oxide/Oxygen  
Advanced life support  
Advanced maintenance of patient's airway (ambu-bagging)  
Tracheostomy care  
Position TENS machines  
Remove epidural catheters  
Wound catheter care  
Epidural drug administration.

### **Physical Demands:**

Stand/walking for the majority of shift  
Patient movement with use of mechanical aides, manoeuvre patients  
Manoeuvre trolleys, wheelchairs, and beds

### **Mental demands of the job:**

Regularly manage an unpredictable, diverse, highly specialised and complex caseload.  
Independent and supplementary prescribing.  
High levels of concentration required due to the nature of the role.  
Frequently need to respond rapidly to unpredictable clinical and non-clinical pain events which may require reprioritisation and reallocation of workload.  
Frequent direct and indirect interruptions from patients, relatives and the multidisciplinary team.  
Challenging inappropriate or poor clinical practice.  
Recognising and responding to ethical issues that may arise.  
Maintenance of precise and accurate records.  
Time management.

### **Emotional demands of the job:**

Dealing with very distressed, anxious, worried patients and relatives who may be antagonistic  
Discussing very complex issues with the multidisciplinary team, GPs and community teams.  
Caring for patients following receipt of bad news. Supporting relatives in this situation.  
Personal / interpersonal stressors.

### **Environmental and working conditions: Constant**

Exposure to body fluids, daily.  
Exposure to verbal aggression, occasionally.  
Exposure to anaesthetic gases (Equanox®) – can be for long periods e.g. during complex wound dressing changes.  
Temperature (heat) / poor air quality of working environment.  
Ergonomics.

### 13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

Minimum required to undertake the role;

#### Essential

- First level registered nurse with relevant experience and able to demonstrate the appropriate competencies and skills for the job.
- Masters in pain management or sufficient skills and experience to perform at equivalent to Masters levels
- Nurse Prescribing qualification
- Evidence of in-depth experience, knowledge and continuous Professional Development in pain management is desired.
- Time management skills/ability to prioritise workload.
- Expected to complete NHS Lothian recognised Pain Module or have previously done so
- Ability to encourage and incorporate audit & research activity to both consolidate and extend current theories, approaches and treatments regarding pain and develop a critical approach to pain management in the health care setting.
- Ability to produce and deliver high quality written material i.e. guidelines & protocols and effective teaching & presenting skills.
- The post-holder will be required to demonstrate excellent team working skills with capability to work using own initiative. Well developed listening and interpersonal skills in negotiating, influencing and implementing change.
- IT and database management skills.

### 14. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each post-holder to whom the job description applies.

Date:

Job Holder's Signature:

Date:

Head of Department Signature: