

SECTION 1

JOB IDENTIFICATION

Job Title: Clinical Nurse Specialist (Inpatient) Pain Service

Department(s): Acute Pain - Anaesthetics

Location: Aberdeen Royal Infirmary

Hours: 27 hours per week

Grade: Band 6

Salary: £39,912 - £48,635 per annum pro rata

Contract: Permanent

Job Reference: CI203508

JOB PURPOSE

- Provide autonomous specialist advice to staff and patients regarding complex, acute and chronic pain management problems.
- Provide a range of specialist education and training in relation to pain management for patients and NHS staff of all disciplines
- Participate in clinical audit and research.
- Ensure safe and effective clinical practice.
- Enhance the patients' experience of care.
- Contribute to the delivery of the organisations' objectives.
- Promote development of standards and improvement of service as required within the organisation.

1. SCOPE AND RANGE

The post holder will form part of a multidisciplinary team of Pain Specialist Nurses and Consultant Anaesthetist pain specialists.

Acute Pain

Daily ward rounds take place at ARI and Woodend orthopaedic unit Monday – Friday, advice may be given over the phone at all other times. It is often necessary to travel between ARI and Woodend.

For non surgical patients a referral system is in place at ARI and Woodend.

Rounds –

- Approximately 400-500 patient contacts per month.
- Trainee anaesthetists attend rounds for experience and the nurse is expected to both guide and appraise their performance.
- Medical students (2nd, 4th, 5th year) attend rounds daily for teaching.
- Student nurses and professions allied to medicine may also attend.

The post holder will participate, as a member of the anaesthetic department staff, in the following –

- Liaise with the Lead Clinical Nurse, APS Nurses, Consultant Pain Specialists and all grades of anaesthetists and ward nursing and medical staff, regarding pain management problems with their patients. Specific requests are frequently made by anaesthetists to monitor patients with problems and to give pain management advice.
- Carry and respond to Ascom in a timely manner.
- Actively assess, plan, implement and evaluate patients' pain management in all

ward areas, including PACU, through the communication and documentation and in line with professional policies and procedures.

- Provide a combined clinical and educational service to all grades of staff and Patients in all ward areas and PACU.
- Ensure standards of practice are maintained, reviewed and continuously developed and that staff deliver safe, effective, patient-centred, efficient, timely and equitable care within their scope of practice, as part of the healthcare team.
- Contribute to the management of the department/ward budget by ensuring effective use of supplies e.g equipment and pharmaceuticals.
- Create an environment where effective learning can take place for self and others.
- Contribute to research and audit.

2. MAIN DUTIES AND RESPONSIBILITIES

Within the governance framework of the organisation (including clinical staff and financial governance) the post holder will participate in the following key result areas:

1. ENSURE SAFE & EFFECTIVE CLINICAL PRACTICE

1.1 Clinical Leadership and Teamwork

As a team member, promote and participate in teamwork within a multi-professional environment, demonstrating critical analysis and decision making skills. Assist the Lead Nurse in the delivery of a clinically excellent, high quality service, influencing and creating change where appropriate.

Provide evidence based pain management advice to all health care staff (nurses, doctors, physiotherapists, and pharmacists) in all surgical wards and non-surgical areas, when requested.

Demonstrate delivery of a high standard of evidence based pain management to the patient.

Empower non-specialist staff to identify patients with complex pain management problems and refer appropriately.

Provide pain management advice and conduct clinical assessment of patients when required.

Assess patients in pain and for those in acute pain, safely provide immediate relief by the most appropriate way for example - intravenous opioids or inhalation analgesia.

Liaise with consultant anaesthetists when assessment indicates the need for specialist medical input.

Participate in staff appraisal.

Provide support to others within the team.

1.2 Evidence Based Clinically Effective Practice

Assist the Lead Nurse with the development of clinically effective practice through the effective utilisation and integration of evidence: setting, implementing and monitoring evidence based policies, procedures and protocols.

Actively participate and communicate as an effective and competent member of the multidisciplinary team.

Lead audit and actively participate in research.

1.3 Continuous Quality Improvement

Participate in continuous quality improvement through the use of audit, patient feedback and reflection on own practice.

1.4 Patient Safety

Responsible for promoting a safe and clean environment for staff, patients and visitors by ensuring compliance with legislation, policies and protocols.

e.g. health and safety, healthcare associated infection, risk management and critical incident reporting and analysis, assessing and managing actual and potential risks to health and wellbeing.

Ensure high standard of record keeping in accordance with Nursing & Midwifery Council, national legislation and local standards, facilitating effective communication with multi-professional team regarding patient care.

Participate in the development and implementation of protocols to admit, review and refer and discharge patients by the pain management service.

2. TO ENHANCE PATIENTS EXPERIENCE

2.1 Co-ordination of the Patient Journey

With regard to pain management

Ensure co-ordination of the patients' journey by planning and co-ordinating the episode of care, including the smooth transition to other areas or hospitals, promoting effective discharge and communication with interdisciplinary teams as required.

2.2 Clinical Expertise

Co-ordinate nursing/midwifery interventions, influencing clinical decisions and monitoring the quality of patient care provided through use of expert clinical knowledge relevant to own field of practice, underpinned by theory and experience.

2.3 Promote a Culture of Person Centered Care

Promote a caring environment where equality and diversity issues are respected and patients are enabled to be partners in their care.

Develop individual management plans, through negotiation with all parties, for patients with complex acute pain problems.

Communicate effectively with patients and carers, ensuring their involvement in decision making regarding their care.

3. PERSONAL DEVELOPMENT

3.1 Role Model

Act as a role model, creating a supportive ethos to empower staff to contribute to the delivery of high-quality person centered care.

3.2 Learning and Development

Develop and maintain personal knowledge in pain management by attending appropriate study days locally and nationally.

Personal Development Plan should include a plan for self development in order to maintain an up to date knowledge of current clinical and professional issues and legalities and to safeguard the future development of the pain management service.

Willing and prepared to undertake further study – Clinical History Taking and Examination Skills for Advanced Practice and Independent Prescribing Course.

Support the Lead Nurse in the development, dissemination and assessment of learning materials, including written protocols, for all patients and staff with regard to pain management.

Participate in training with companies providing new equipment/systems in order to cascade to and update others.

Prepared to teach all healthcare staff and professions allied to medicine, in a variety of ways for example - powerpoint, practical demonstrations, impromptu sessions.

4. TO CONTRIBUTE TO THE DELIVERY OF THE ORGANISATIONS OBJECTIVES

4.1 Networking

Network with peers across professional groups promoting the exchange of knowledge, skills and resources with regard to pain management.

4.2 Service Development

Assist the Lead Nurse in the planning and development of the Pain Management Service.

4.3 Political and Strategic Awareness

Develop and maintain a working knowledge of local, national, international and professional strategy and policy within the field of pain management.

5. EQUIPMENT AND MACHINERY

The registered nurse is expected to have the knowledge and skills to use all equipment safely.

The postholder is expected to -

- Support lead nurse in the introduction of new equipment and facilitate training of staff so that safe, effective care is maintained.
- Provide teaching to trainee anaesthetists and medical students regularly, on acute pain management and in the safe use of acute pain management devices.
- Ensure that systems/policies/procedures are communicated to staff to ensure safe use, maintenance and storage.

Equipment & Machinery used by pain team;

Computer

Patient Controlled Analgesia devices,

Dedicated epidural devices and devices for paravertebral infusions.

Elastomeric Infusion Devices

TENS machine

Inhalation analgesia cylinder

Bleep system

Telephone system

6. DECISIONS AND JUDGEMENTS

Patients with acute and chronic pain problems are referred to the APS nurse by ward staff. Pain management options are discussed and a plan formulated.

Frequent use of analytical skills is required to make highly complex assessments relating to a patient's condition. This necessitates the review of medical and nursing notes and the patient's drug regimen.

A range of options will be considered before a change in drug regime is negotiated with the patient.

This frequently involves advice to ward doctors to prescribe opioid drugs by various routes or to utilise specialist techniques such as epidural analgesia, patient controlled analgesia or inhalation analgesia.

The post holder will

- Reflect upon and review their decisions in relation to assessing, monitoring, evaluating and interpreting patients' condition and effectiveness of their pain management, with peers and Lead Nurse.
- Will deputize in the absence of the Lead Nurse when required, taking responsibility for decisions relating to management of physical, human and financial resources within the pain management team.
- Anticipate potential problems and plan acute pain management in advance.
- Plan ahead, together with area pharmacist, for patients on oral opioids going on weekend pass.
- Decide whether there is a need to contact an Acute Pain Consultant for advice.
- Make appropriate decisions on drug, dose changes and drug delivery systems.

7. COMMUNICATION & RELATIONSHIPS

The post holder is responsible for maintaining systems and standards of communication for routine and complex matters with a wide range of health care workers, patients, families and other relevant departments.

A wide range of media such as telephone, verbal and written communications are used. The post holder must be able to address, and overcome, any difficulties in communication with people involved, demonstrating sensitivity and empathy when communicating with people.

You will establish and maintain relationships based on mutual respect communicating on a regular basis with the patient/relatives/multi-disciplinary team and external agencies in the provision of pain management.

You will participate in facilitating dissemination of information regarding pain management to those concerned.

Maintain and respect patient confidentiality at all times.

Internal

Clinical Nurse Manager
Nursing Professional Development Department
Support services
Secretarial staff, anaesthetic department
Nursing staff - all grades in NHS Grampian
Medical staff - all grades in NHS Grampian
Professions Allied to Medicine
Secretarial staff on daily basis
Medical Physics Staff
Students - nursing, medical, physiotherapy, pharmacy
Service manager
Clinical Effectiveness and Quality Improvement Departments NHS Grampian

External

Nursing and medical staff outwith NHS Grampian
Commercial company representatives - as required to be aware of new developments
Specialist Nurses throughout UK
Education - Aberdeen University, The Robert Gordon University, Professional Practice Development Unit - provision of teaching/educational input for both undergraduate and postgraduate staff by lectures, workshops, written protocols, guidelines.

8. DEMANDS OF THE JOB (Physical, Mental, Emotional)

Physical Skills (several times per shift)

The post holder will require a range of physical skills relevant to the clinical role such as drug administration, including intravenous and subcutaneous injections and administration of inhalational analgesia.

Programming of epidural and patient controlled analgesia devices.

Physical Demands (several times per shift)

Examples are standing/walking/climbing stairs most of shift.

Transporting entonox cylinders on trolley.

Assisting with patient movement using mechanical aids.

Responding to clinical emergency.

Travelling to different sites.

Mental Demands (several times per shift)

These include the concentration required when checking documents/patient notes, drug dose calculations whilst subject to frequent interruptions; balancing the

competing demands of the role while maintaining a high level of service; maintaining a high level and consistent professional behaviour in stressful situations; ability to act swiftly and appropriately to sudden changes in patient clinical conditions; keeping abreast of national and local policy and evidence based practice; discussing a plan of care with patients who have been using illegal substances and delivery of that care, where staff may find their analgesic requirements contentious.

Emotional Demands (variable frequency)

Examples include communicating with distressed/anxious/worried patients/relatives/staff; caring for terminally ill; dealing with challenging behaviour;

Working Conditions (occasionally per shift)

Dependent on clinical area but may include exposure to body fluids; exposure to physical and verbal aggression; exposure to infected and infectious materials and patients; temperature of the environment; radioactivity.

9. MOST CHALLENGING /DIFFICULT PARTS OF THE JOB

Effective management and prioritisation of competing demands within an unpredictable environment; time management.

Balancing the demands of all stakeholders to provide safe, effective, patient-centered, timely and equitable service.

Deputise in the absence of Lead Nurse to ensure effective management of physical and human resources and standards of clinical care.

Negotiating a plan of care and providing emotional support to patients with complex pain problems, through use of effective communication skills, and expert team working skills.

Influencing staff and dealing with the conflict and resistance that generally accompanies the implementation of a change in practice.

Building and maintaining effective working relationships with patients, clinicians and nursing staff.

Dealing with an increasing workload in a climate of finite allocated resources.

10. QUALIFICATIONS AND/OR EXPERIENCE SPECIFIED FOR THE POST

- Nursing degree or equivalent
- Applicants should have extensive experience within relevant area and/or demonstrate expert clinical and professional practice developed through experience and theoretical knowledge. (Relevant areas are critical care, high dependency, post anaesthesia care, general surgery)
- Ability to maintain professional and personal credibility across all staff groups.
- Ability to work autonomously and as part of a multi-disciplinary team.
- Personal motivation and enthusiasm for the development of pain management nursing, patient care and enhancement of the patients' pain experience.
- Computer and information technology literacy.
- Knowledge and skill to undertake, analyze and disseminate research and audit projects.
- Recent experience of acute pain management.
- Recent experience and sound knowledge of managing patients receiving continuous epidural analgesia and patient controlled analgesia.

PERSON SPECIFICATION

POST/GRADE: Pain Management Nurse

LOCATION: Aberdeen Royal Infirmary. Woodend Hospital. Aberdeen Maternity Hospital.

WARD/DEPARTMENT: Pain Management Service, Anaesthetic Department,

The Person Specification should meet the demands of the job and comply with current legislation. Setting unnecessary standards may, for example, unfairly discriminate against one sex, the disabled or minority racial groups. Applicants should be assessed in relation to their ability to meet the real requirements of the job as laid down in the job description. With the exceptions relating to displaced and disabled candidates noted in Sections 5.3 and 5.4 of this policy, shortlisted candidates must possess all the essential components as detailed below.

GENERAL REQUIREMENTS

Factor	Essential	Desirable
Qualification & Experience	Registered Nurse. – Member of Nurse and Midwifery Council. (NMC) Extensive experience in a relevant area. Relevant areas are critical care, high dependency, post anaesthesia care, general surgery.	Independent prescriber. Recent pain management experience. Recent experience and sound knowledge of managing patients receiving continuous epidural analgesia and patient controlled analgesia.
Circumstances & flexibility	Able to be flexible with off duty and to change shift at short notice if required. Generally fit and able to walk to all areas on hospital site and travel between sites.	Car owner / Access to car

Particular requirements of the post	<p>Able to work independently and as part of a team.</p> <p>Evidence of continuing professional development.</p> <p>Evidence of an interest in pain management.</p> <p>Prepared to undertake Independent Prescriber's course.</p> <p>Computer literacy</p> <p>Effective communication skills.</p>	<p>Willing to undertake Clinical History Taking and Examination Skills for Advanced Practice and Independent Prescribing Course.</p> <p>Willingness to work towards a higher qualification in pain management</p> <p>Familiar with administration of strong IV opioids.</p>
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Level of Disclosure check required	PVG Clearance	
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KSF Outline (where applicable)

Core Dimension	Level	Level Narrative	
Communication	4	Develop and maintain communication with people on complex matters, issues and ideas.	
Personal & people Development	4	<p>Develop self and others within the pain management service.</p> <p>Participates in the development and redesign of the</p>	

		<p>pain management service.</p> <p>Participate in the design and promotion of education programmes with regard to pain management.</p>	
Health, Safety & Security	3	Promotes monitors and maintains best practices in health, safety and security.	
Service Improvements	3	Appraise, interpret and apply suggestions, recommendations and directives to improve the service.	
Quality	3	Contribute to improving quality.	
Equality & Diversity	3	<p>Assess complex health and well being needs and develop, monitor and review care plans to meet those needs.</p> <p>Promote equality and diversity.</p>	
Job Specific Dimensions			
HWB 2	4	Plan, deliver and evaluate care to address peoples	

		complex health and wellbeing needs.	
HWB 5	4	Plan, deliver and evaluate care to address peoples complex health and wellbeing needs.	