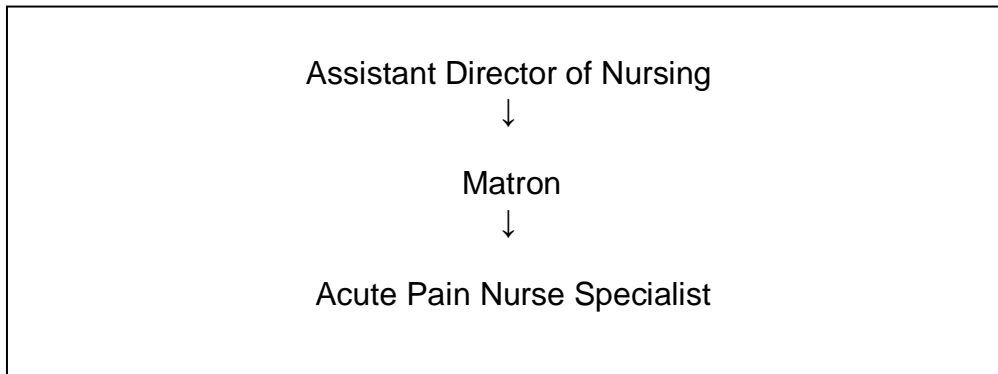


## JOB DESCRIPTION

<b>POST TITLE</b>	<b>Acute pain Nurse Specialist</b>
<b>BAND</b>	<b>7</b>
<b>DIVISION</b>	<b>Surgery &amp; Anaesthetics</b>
<b>BASE</b>	<b>East Lancashire Hospitals</b>

<b>REPORTS TO</b>	<b>Matron General Surgery</b>
<b>RESPONSIBLE FOR</b>	<b>Acute pain management service</b>

## ORGANISATION CHART



## JOB SUMMARY

- Take day to day professional responsibility for the support and management of patients requiring pain management, providing safe delivery of quality patient care, expert advice on acute pain management for inpatients to multidisciplinary colleagues and manage a caseload.
- Be a competent practitioner able to make autonomous decisions regarding pain management decisions, including assessment, reviewing, ensuring appropriate treatment is planned and medication prescribed.
- Ensure evidence- based practice by teaching, developing & improving pain management systems.
- Act as line manager within the pain team, work closely with and support the anaesthetic department to improve current and implement new pain management techniques across the Trust.

## MAIN DUTIES

## KEY DUTIES

- Acute Pain Team participating in the ongoing development of the acute pain service and supporting the utilisation of anaesthetic and pain management techniques
- Work collaboratively with multidisciplinary colleagues to provide evidence-based pain management
- Provide advanced and competent nursing care to patients with pain problems and prescribe/recommend treatment plans following assessment and evaluation.
- Provide advanced and specialised advice and support to health care professionals, patients, and their relatives on pain management.
- Clinically assess patients with pain and make judgements on clinical condition and further pain management including escalation to medical colleagues where needed.
- Clinically assess patients receiving pain management treatment such as Patient Controlled analgesia, regional nerve blocks, local anaesthetic infusions, and make judgements on clinical condition and further pain management interventions required.
- Produce and maintain comprehensive documentation of pain management plans
- Participate and/or lead clinical audit and present the findings to relevant groups
- Participate in updating and introducing guidelines and standard operating procedures as is deemed appropriate to the requirements of the service in collaboration with a named consultant lead.
- Participate in the development and delivery of enhanced recovery programmes within the Trust
- Practice as non-medical prescriber in line with Trust policy and NMC guidance
- Where relevant, assist and support departmental Leads/ Manager in achieving clinical, operational and corporate objectives.
- To establish robust working relationships with all team and service users and actively encourage and promote joint working in the pursuit of continuous service improvement
- Support services to achieve meeting agreed financial targets.
- To generate and prioritise own workload.
- Contribute to pain management information given at various pre-operative schools
- 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 suppliers at a local level, organising trials of equipment and provides advice to management about future requirements for equipment and product needs.

## TRAINING AND DEVELOPMENT

- Based on Trust protocols and referrals review, lead the development and delivery of education programmes to doctors, nurses and other health care professionals on the most effective use of conventional analgesia and on new pain management techniques.
- Assist in the delivery of a robust induction programme for new pain team staff. Support and maintain an effective learning environment, contributing to the learning needs of all team members.
- Support and enable departmental clinical educators to train/educate departmental staff in pain management.
- Ensure evidence-based practice in the specialist area, to support service improvement.
- Challenge inappropriate or poor clinical practice.
- Staff who are NMPs will support staff undertaking NMP training and be a Designated Prescribing Practitioner for the pain team.
- To provide support to staff in educational and development matters.
- In partnership with other stakeholders promote a culture of training, development and evidence-based research in the pursuit of clinical excellence.
- Lead the development and delivery of competency based medical device training for medical devices used by the Acute Pain Service

## ORGANISATIONAL RESPONSIBILITIES & COMMUNICATION

- Take an active role in implementing the audit agenda pertaining to the Acute pain service
- Actively participate in auditing novel pain management techniques introduced in within the Trust through data collection, staff coordination and collating results.
- Support existing research protocols and participate in the development of new research projects.
- Participate and support other staff in undertaking clinical audit related to pain management.
- Responsibility for designated nursing staff within team including appraisals, HR management
- To participate in the multi-professional education team in the delivery of effective clinical educational programmes for staff.
- To ensure all records (patients, staff) are managed in accordance with good record keeping guidelines.
- To participate in the selection and recruitment of staff.
- To create and maintain high quality written and electronic records in accordance with data

protection and relevant legislation.

- Support the development, implementation, and periodic review of clinical protocols to ensure patient safety.
- Report and where required, undertake HR investigations.

#### **PROFESSIONAL RESPONSIBILITIES**

- Ensure personal, professional knowledge and clinical competencies as required to maintain NMC registration
- Ensuring that personal development objectives are met and discussed regularly.
- To actively participate in selection and recruitment processes of staff in accordance with national legislation and local policies.
- Provide professional leadership, acting as an expert resource, developing, implementing and evaluating programmes of care to ensure clinical effectiveness.
- Ensure practice development, promoting innovation, applied research and best practice for the multidisciplinary team, focusing on specific skills for the delivery of quality care.
- Maintain a highly professional profile and provide an expert clinical resource.
- Maintain and develop effective communication with individuals and teams to include complex matters, negotiations or situations within a multi professional environment.
- Maintain annual appraisal.
- Will ensure that all incident reports and action plans are managed and reported effectively.
- Contribute to pain management information given at various pre-operative schools

#### **FINANCIAL RESPONSIBILITY**

- Support departments to meet financial targets by effective use of resources.
- Consider and report financial impact resulting from clinical changes and service development.

#### **RISK AND GOVERNANCE**

- Ensure risks affecting patients and staff, associated with pain management service are recorded on the Trust Risk management system and undertake periodic review
- Contribute to the improvement of patient care through development of standards and initiate /Participate in audit and research.

- Actively participate in review and development of policies.
- Support the Management and clinical teams when responding to complaints or comments by patients and/or service users and stakeholders.
- Participate in monitoring of quality standards in all areas of service provision. Support teams in initiating appropriate actions in response to Datix reports and resultant action plans.
- To promote staff and personal responsibility for awareness and compliance with legislation, guidelines, policies and procedures.
- Ensure the Inpatient Acute pain management intranet page information and documentation is kept up

## **EMPLOYMENT ACTS AND CODES OF PRACTICE**

All employees are required to comply with employment legislation and codes of good practice.

### **Equality and Diversity**

We are an Equal Opportunities employer and will do all we can to make sure that job applicants and employees do not receive less favourable treatment because of their age, sex, marital status, faith, race, disability or sexual orientation, or for any other reason that is not justified.

### **Health and Safety**

In accordance with the Health and Safety at Work Act 1974, and other supplementary legislation, all employees are required to follow Trust Health and Safety policies and safe working procedures, take reasonable care to avoid injury during the course of their work, and co-operate with the Trust and others in meeting statutory requirements.

### **Infection Control**

All employees must comply with Prevention and Control of Infection policies and attend any related mandatory training.

### **Sustainability and Corporate Social Responsibility**

The Trust attaches great importance to Sustainability and Corporate Social Responsibility. It is the responsibility of all members of staff to ensure that the Trust's resources are used efficiently with minimum wastage throughout their daily activities

### **Risk Management**

Employees are required to report every incident where the health and safety of self or others has been jeopardised (including near misses) and to carry out or participate in investigations into such incidents as required.

### **Safeguarding**

All employees have a responsibility for safeguarding and promoting the welfare of children and adults. Further guidance can be sought from your Line Manager.

### **Data Protection Act**

All members of staff are bound by the requirements of the Data Protection Act 1998.

### **Rules, Regulations, Policies, Standing Orders and Financial Instructions**

All employees are required to comply with the rules, regulations, policies, standing orders and financial instructions of the Trust.

### **Research and Development Projects**

Whenever you decide to undertake a piece of research, either as a Principal Investigator or Local Researcher, or Assistant Researcher, you must comply with the principles of Clinical Governance and the Research Governance Framework.

### **Development Review**

Key performance objectives, development needs and compilation of a Personal Development Plan will be discussed and agreed at Annual Development Review meetings.

### **Training**

Post holders are required to attend any relevant and mandatory training for the post.

### **Outside Employment / Outside Interests**

Any other work or outside interests must not conflict with the duties and responsibilities of your attendance for work as an employee of East Lancashire Hospitals Trust. In accordance with legislation on working time, it is a condition of employment that all staff must inform their line manager before taking up any private practice, work for outside agencies or other employers, other work for this Trust (including bank work) and / or voluntary work. This is to ensure there is no conflict of interest with your NHS duties.

### **Review of Job Description**

This is not intended to be a comprehensive description of the duties of the post. Due to the Trusts commitment to continuous improvement, it is likely that the post will develop over time. These duties will be subject to regular review and any amendments to this job description will be made in consultation and agreement with the post holder

## **STANDARDS OF CONDUCT**

Ability to demonstrate the Trust Values, Behaviours and Attitudes at all times.

Conduct duties with regard to values underpinning the Trust's Vision *"to be widely recognised for providing safe, personal and effective care"*:-

Values: -

- Respecting the individual
- Putting patients and customers first
- Promoting positive change
- Acting with integrity
- Serving the community

Underpinning the Trust's vision and values are the following key operating principles that influence the way in which the Trust does business: -

- Understand the world we live in and deal with it
- We are clinically led, and management supported
- Support departments support the front line
- Everything is delivered by and through Divisions
- Compliance with standards and targets are a given. They are the things we do to help secure our independence and influence
- Quality is our organising principle – driving quality up and cost down is not mutually exclusive
- We deliver what we say we need to

Post holders are expected to work flexibly within their pay band. They should only be expected to carry our activities for which they are competent. Alternatively, they may carry out the additional duties if they are receiving support or training in order to obtain the recognised level of competence.

The Trust operates a Tobacco Control Policy.

#### ACCEPTANCE OF JOB DESCRIPTION

I confirm I accept the duties contained in the above job description.

**NAME:** .....  
(PRINT)

**SIGNED:** .....

**DATE:** .....

## PERSON SPECIFICATION

**JOB TITLE**      **Acute Pain Nurse Specialist**

Person Specification		Essential	Desirable	Assessment
<b>Qualifications</b>				
1	Registered Nurse with current NMC Registration	X		A/I/C
2	Degree	X		A/I/C
3	Masters Level Qualification		X	A/I/C
4	V300 Non-Medical prescriber/to be undertaken within 18 months of employment	X		A/I/C
5	Clinical Examination/ Clinical Diagnostics (L6)		X	A/I/C
6	Recognised qualification in teaching/assessing		X	A/I/C
7	Evidence of continued professional development in Pain management	X		A/I/C
<b>Knowledge &amp; Experience</b>				
1	Ability to work autonomously and as part of a Multi-Disciplinary Team	X		A/I
2	Substantial post registration experience	X		A/I
3	A minimum of 3 years clinical experience within Pain Management Service as a Band 6 or above	X		A/I
4	Expert clinical knowledge in current theories & practice in acute pain management	X		A/I
5	Experience in leading a team		X	A/I
6	Knowledge and understanding of the RCN Knowledge and skills pain framework level 6/7	X		A/I
7	Knowledge and understanding of the Royal College of Anaesthetists Core Standards for Pain management Services in the UK. Relevant Nice Guidance and Best practice	X		A/I
8	Ability to teach across a range of staff groups	X		A/I
9	Experience of leading clinical audit or service improvement projects	X		A/I
10	Experience in developing clinical pathways or protocols		X	A/I
<b>Skills</b>				
1	Excellent communication skills	X		A/I
2	Good interpersonal, negotiating, and organisational skills	X		A/I
3	Excellent time management and organisational skills	X		A/I
4	Good IT skills		X	A/I



## **EFFORT FACTORS**

### **PHYSICAL EFFORT**

What physical effort is required for the job?	How Often?	For How Long?	What weight is involved?	Any mechanical Aids?
There is an occasional requirement to exert moderate physical effort for several short periods during a shift.				

Is the job holder expected to sit / stand in a restricted position?	How Often?	For How Long?	What activity is involved?
Yes No    x	Every shift Weekly Monthly Less Often	Less than 20 mins On each occasion  More than 20 mins On each occasion	

### **MENTAL EFFORT**

Are there any duties requiring particular concentration?	How Often?	For How Long?
All duties.		
Are there any duties of an unpredictable nature?	How Often?	For How Long?

### **EMOTIONAL EFFORT**

Does the job involve dealing with any distressing or emotional circumstances?	Direct / Indirect Exposure	How Often?
The post holder will at times be exposed to distressing and occasional highly distressing and emotional circumstances.		

### **WORKING CONDITIONS**

Does the job involve exposure to unpleasant working conditions?	How Often?
No.	

