**JOB DESCRIPTION**

**1. JOB DETAILS**

**Job Title**: **Nurse Specialist in Pain Management – Eastern Service**

**Band**: **Band 6**

**Responsible To**: **Senior Nurse Specialist in Pain Management**

**Accountable To**: **Senior Nurse Specialist in Pain Management**

**Department/Directorate**: **Anaesthetic Department, Critical Care Directorate**

**2. JOB PURPOSE:**

* Works as a member of a pain management team, contributing to the delivery of the pain management service across the Trust – Wonford and Heavitree
* Assesses patients, plans and implements care and provides specialist advice within the sphere of pain management; maintains accurate records
* Provides formal and informal teaching
* Carries out specialist nursing procedures
* Provides clinical supervision to other staff/students
* Leads clinical audits in pain management

**3. KEY WORKING RELATIONSHIPS:**

* Other members of the Pain Team
* CNM and Sisters within the Trust
* Anaesthetic and Surgical Teams
* Multidisciplinary teams Trust wide
* Learning and Development Service
* RILD and Plymouth University
* Pharmacy
* Medical Equipment Management
* Governance Support Unit
* Human Resources
* Pain Specialist Nurses within the Region
* Regional and national pain networks

**4. DIMENSIONS:**

* To assist the Lead Nurse Specialist in developing pain management practices across the Trust
* In conjunction with the Lead Nurse Specialist, responsible for 3000 plus in-patient visits per annum and the delivery of out-patient pain clinics.

# ORGANISATIONAL CHART

Lead Nurse Lead Clinician Deputy Cluster Manager

Critical Care Pain Management Critical Care

Band 7

Band 6

Band 6

Band 6 (this post)

Band 6

Band 6 Band 6

**6. KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES:**

**Clinical Practice**

Provides specialist pain management advice to patients and their families/carers, staff and students e.g. epidural, PCA; promoting adherence to Trust pain management guidelines to maximise patient safety.

Takes responsibility for their own patient caseload/workload within the designated clinical area and for the assessment and treatment of patients on a day to day basis, without direct guidance from line manager.

Understands and recognises own limitations and refers to the Lead Nurse Specialist or Consultant in Pain Management when required.

Provides and receives sensitive /highly sensitive, complex or contentious information to patients, their relatives and members of the public with empathy and reassurance. E.g. management of the patient who is in pain and is distressed and angry; explaining risk/benefits of treatment regimens ensuring adequate information has been given to allow informed consent; dealing with complaints following Trust policy.

Communicates with a range of multidisciplinary staff, acting as a specialist resource.

Develops the skills to assess and interpret specialist information and conditions and takes appropriate action.

Undertakes non-medical prescribing within their sphere of competence, complying with the requirements of the Non-Medical Prescribing Policy and their regulatory body.

Undertakes clinical procedures that require dexterity and accuracy e.g. epidural top-ups; management of rectus sheath catheters and other regional techniques.

**Leadership and Management**

Deputises for and supports the Lead Nurse Specialist in their absence.

Contributes to the provision of specialist protocols, guidelines and policies and to the provision of patient information.

Responsible for organising own workload within the requirements of the specialist team activities and work plan

Produces and presents reports as required

Provide representation on committees/working groups as required

Be aware of budgetary limitations and provide highest quality nursing service within those confines

Make line manager aware of any concerns regarding the quality of service provided in a constructive manner

**Education**

Provides teaching in practice to staff and students through clinical supervision/facilitation

Acts as a positive role model for other staff and students

Teaches patients and their families/carers about managing pain.

Participates in the planning, delivery and evaluation of the in-house education and training programme for all disciplines of staff.

Participates in training external to the Trust that is supported by service level agreements

**Research and Development**

Ensure clinical practice developments are based on best available evidence.

Review and disseminate new information to relevant staff.

Evaluate clinical practice in relation to its evidence base and clinical effectiveness

Use core audit skills to enable the specialist team and other health professionals to improve quality of care

Collect and collate epidemiological data to enable the team to inform independent or collaborative review of clinical practice

Participate in the research process by identifying potential research areas in pain management and assisting with relevant hospital-based trials.

**Professional Development:**

Maintain responsibility for own professional and specialist development.

Participate in regular performance appraisal

Use reflection to identify and prioritise education/development needs.

Pursue an ongoing programme of professional education/development relevant to pain management

Be a member of a professional specialist forum/association and attend regional and national meetings and conferences, when possible.

Undertake any training required in order to maintain competency including essential training i.e. infection control, fire, moving and handling, resuscitation

**THE TRUST - PURPOSE AND VALUES**

We are committed to serving our community by being a high-quality specialist Hospital with consultant-led services. We aim to co-ordinate our services with primary and community care, and to develop a limited number as Sub-Regional Referral Centres with appropriate levels of research, development and educational involvement. Where appropriate, and consistent with our services, we may provide services aimed at preventing disease and debilitation.

We aim to make all our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so. We will share our knowledge with neighbouring healthcare agencies and professionals.

We recruit competent staff whom we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will pay staff fairly and recognise the whole staff’s commitment to meeting the needs of our patients.

We are committed to equal opportunity for all and encourage flexible working arrangements including job sharing.

### **GENERAL**

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the Manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, the Trust reserves the right to insist on changes to your job description after consultation with you.

The Royal Devon - Eastern is a totally smoke-free Trust. Smoking is not permitted anywhere on Trust property, including all buildings, grounds and car parks. For help to quit call 01392 207462.

As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust’s disciplinary policy) up to and including dismissal.

The post holder is expected to comply with Trust Infection Control Policies and conduct him/her at all times in such a manner as to minimise the risk of healthcare associated infection.

**PERSON SPECIFICATIONS**

**(POST ATTRIBUTES)**

**POST: Pain Nurse Specialist**

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| REQUIREMENTS | At Recruitment | PDR |
| QUALIFICATIONS/SPECIAL TRAINING:  Registered Nurse  Bachelors degree in nursing or health related subject or equivalent experience  Post graduate diploma in pain management or equivalent courses/ experience  Teaching and mentoring qualification or equivalent experience  Non-medical prescribing | E  E  D  D  D | E  E  E  D  E |
| KNOWLEDGE/SKILLS:  Excellent verbal and written communication skills  Ability to manage own case/workload  Understanding of the audit cycle and its application within specialist sphere  Ability to critically analyse research  Understanding of principles of change management  Computer literacy | E  E  E  E  E  E | E  E  E  E  E  E |
| EXPERIENCE:  2 years relevant post registration experience  Previous experience of working within a Pain Service  Knowledge of advanced analgesic techniques e.g. PCA, epidural, local anaesthetic catheters.  Experience of teaching in practice or formal lecturing | E  E  E  D | E  E  E  E |
| PERSONAL REQUIREMENTS:  Able to work as a team member  Highly motivated and enthusiastic  Takes responsibility for own professional development  Smart professional appearance  Up to date personal profile | E  E  E  E  E | E  E  E  E  E |
| OTHER REQUIREMENTS:  Prepared to travel within local community | E | E |

\* Essential/Desirable

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| **Hazards within the role, used by Occupational Health for risk assessment** | | | | | |
| Laboratory Specimens  Proteinacious Dusts |  | Clinical contact with patients | X | Performing Exposure  Prone Invasive Procedures |  |
| Blood/Body Fluids | X | Dusty Environment |  | VDU Use | X |
| Radiation |  | Challenging Behaviour | X | Manual Handling | X |
| Solvents |  | Driving |  | Noise |  |
| Respiratory Sensitisers |  | Food Handling |  | Working in Isolation | X |

**Band Authorisation**

**Date Reviewed at AFC Matching Panel:**

**Outcome:**

**Authorised By:**