

### JOB DESCRIPTION

**POST TITLE:** Clinical Nurse Specialist - Acute Pain

**BAND** Band 6

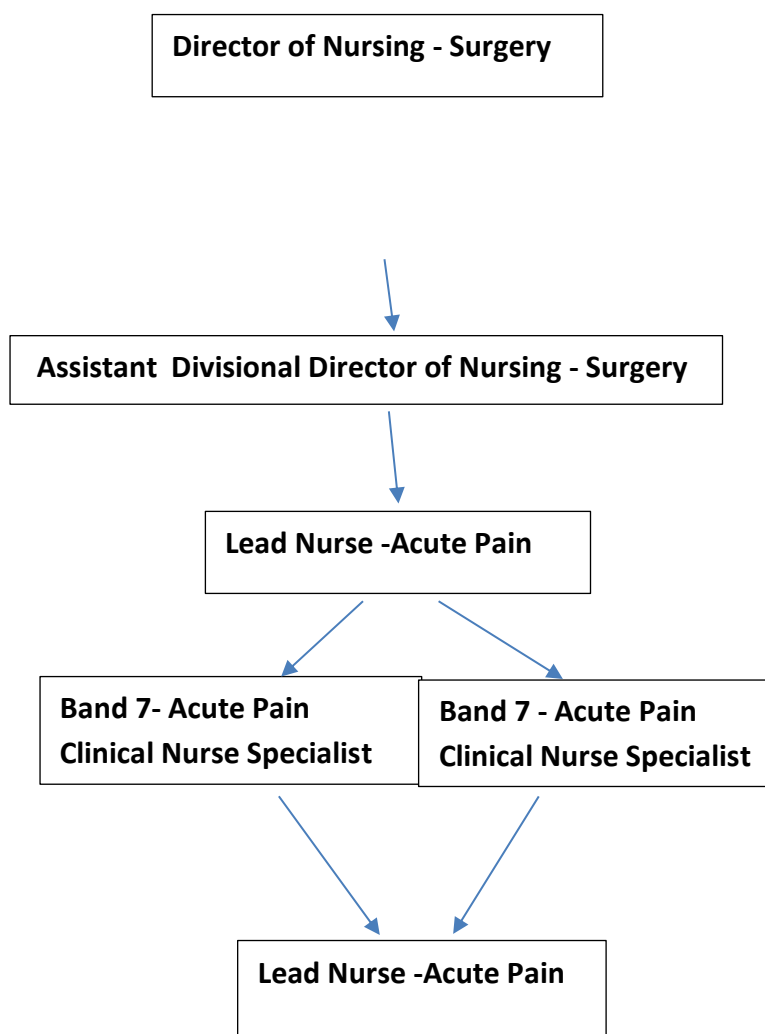
**DIVISION:** SAS Division – Acute Pain Service

**BASE:** East Lancashire Hospitals NHS Trust

**REPORTS To:** Lead Nurse – Acute Pain

**RESPONSIBLE TO:** Assistant Director of Nursing - Surgery

### ORGANISATION CHART



## **JOB SUMMARY**

The post holder will work as a member of the Acute Pain team, coordinating care and treatment of patients with acute pain. The post holder will provide professional advice to other health care professionals caring for patients experiencing pain and work across departmental, divisional and Trust boundaries to provide a patient centered seamless service.

The post holder will monitor and improve standards of care through, supervision of practice, clinical audit, evidence-based practice, teaching and supporting professional colleagues and the provision of skilled professional leadership. The post holder will actively contribute to the clinical effectiveness process within the service.

## **MAIN DUTIES**

### **Professional**

- Participate in the development of the team objectives for the Acute Pain Service.
- Act as a role model of standards of behavior and professionalism, through clinical practice and commitment to the integration of policies and procedures within the role and workplace.
- Participate in the development and evaluation of policies/guidelines/protocols for clinical practice and as appropriate to the role.
- Bring relevant national information, policies and guidelines that may impact on service to the attention of the team and lead nurses.
- Maintain professional registration and practice through CPD.
- Maintain professional portfolio to demonstrate competency in line with Trust competency framework.
- Maintain personal standards of conduct and behaviour consistent with Trust and NMC guidelines.
- Make appropriate use of resources.
- Addresses deficits in service, by identifying changes to service, in order to ensure that these deficits are resolved.
- Participate in the implementation and delivery of the standards set within the Trust Nursing & Midwifery Strategy.
- As required, be an active member of relevant trust committees and groups contributing to developing/implementing local strategy.

### **Clinical practice**

- Provide specialist pain management care for patients within the trust and work flexibly covering all relevant hospital sites.

- Assess, plan, implement and evaluate care and treatments within pain management using advanced clinical knowledge, skills and prescribing in practice (if V300 holder), such as Patient Controlled Analgesia, regional nerve blocks and local anaesthetic infusions.
- Act as a resource for nursing, medical and allied health professionals offering advice and guidance on the management of pain. Work with pharmacist in aiding with analgesia weening and discharge planning.
- Provide specialist knowledge to the multidisciplinary teams for patients with complex pain management needs.
- Ensure a knowledge base which reflects up-to-date issues in pain management and enables appropriate selection and application of treatment.
- Ensure interventions are undertaken in line with best practice guidance.
- Communicate within the MDT all issues relating to pain management.
- Provide a visible clinical profile, having both an advisory and clinical input into patient care as directed by the Lead nurses.
- Prepare accurate and concise verbal and written reports.
- Keep relevant records and submit reports in a professionally acceptable manner.
- Deploy effective communication strategies to ensure that information and knowledge is imparted sensitively according to the needs of patients, staff, and students in training.
- Plan and manage own workload in a flexible manner, ensuring service provision meets the needs of clients.
- Promote a positive relationship with all stakeholders within the service.
- Participate in clinical governance process, including adverse incident reporting/investigation and the management of complaints, as appropriate.
- Collect and collate data as required by the role in order to support internal and external professional and operational bodies.
- Ensure child protection and vulnerable adult legislation is adhered to within own practice and service.
- Ensure that you are following the opioid reduction policy and aware of the substance misuse management with external agencies.

### **Education and Development**

The post holder will:

- Participate in the planning, delivery and evaluation of multi-professional education programs related to pain management.

- Develop and provide training and competencies of all analgesic delivery devices.
- Act as an assessor to ensure that all members of MDT undertake competencies as required.
- Develop and disseminate training and education material for staff within the Trust on all aspects of pain management.
- Support, maintain and contribute to the development of the trust Pain Link Nurse System.
- Participate in the supervision and teaching of pre and post registration students, new staff members, junior medical staff and others wishing to observe the pain management service.
- Provide mentorship and preceptorship as required.
- Ensure suitable and effective learning environments for students.
- Commit to undertaking the Pain Management Module (NU3127) and once deemed ready, the V300 (Non-medical prescribing course, if not already holding this qualification).
- Take responsibility for own continuing professional development and performance, including identifying own development needs and maintain own professional portfolio in accordance with re-registration requirements.
- Take responsibility for own education in line with national agendas, and personal need formulating personal objectives related to service need within personal development plan.
- Seek appropriate peers support and clinical supervision, as agreed with Lead nurse.
- Continually review and evaluate own role and clinical practice informing the annual review process with the Lead Nurse.

### **Managerial**

The post holder is expected to:

- Provide routine ward support under the direction of the Clinical Nurse Specialist
- Report any adverse incidents relating to the management of pain to the CNS Acute Pain/ lead Clinician Acute Pain
- Have an awareness of financial issues generally and in particular Acute Pain expenditure.

### **Clinical Audit and Research**

The post holder is expected to:  
Will:

- Ensure all clinical practice is evidence based.
- Evaluate clinical practice by contributing to audits undertaken by the pain management service.
- Demonstrate knowledge of current research in all aspects of his/her work and to advise others on the implementation of relevant research findings to practice.
- Participate in research projects undertaken by the Pain Management Service.
- Disseminate results/research findings via local team.

## **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**

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 out 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

### *Associate Nurse Specialist - Acute Pain (Band 6)*

Knowledge, Experience and Training required for the Post	Essential at Recruitment	Desirable/ Developed within the Role	Measured By A – Application I – Interview P – Presentation T - Test
<b>Qualifications</b> <ul style="list-style-type: none"> <li>Registered General Nurse</li> <li>Graduate or working towards first degree in health-related subject.</li> <li>Non-medical prescribing (will be expected to undertake this course, if appointed, if not already held)</li> <li>Pain Management qualification (will be expected to undertake this, if appointed, if not already held)</li> <li>Teaching qualification</li> </ul>	√   √	   √  √  √	       A
<b>Experience</b> <ul style="list-style-type: none"> <li>Considerable post registration experience in an acute setting, as Band 5 or 6, with knowledge of pain management techniques &amp; strategies.</li> </ul>	√		       A

<ul style="list-style-type: none"> <li>• Experience of teaching and assessing within the clinical area or evidence of delivering teaching programs to staff groups.</li> <li>• Evidence of continued professional and personal development both clinical &amp; managerial.</li> </ul>	<p>√</p> <p>√</p>		
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<ul style="list-style-type: none"> <li>• Experience of developing guidelines/protocols</li> <li>• Experience in service development and implementation of change</li> </ul>		√    √	
<b>Knowledge and Skills</b> <ul style="list-style-type: none"> <li>• Effective organisational and communication skills</li> <li>• Experience in the care of patients receiving PCA/Epidural analgesia/Intrathecal opioids/Rectus Sheath catheters.</li> <li>• Knowledge &amp; understanding of symptom management.</li> <li>• Demonstrate ability to work autonomously and as part of the multi professional team.</li> <li>• Ability to deal with clinical risk issues.</li> <li>• Experience of the governance process</li> <li>• Leadership and motivational skills</li> <li>• Experience of undertaking clinical audit &amp; data collection</li> </ul>	√   √  √	√         √ √ √ √	A, I & P
<b>Personal Attributes</b> <ul style="list-style-type: none"> <li>• Ability to deal competently with conflict &amp; complaints.</li> <li>• Ability to work under pressure.</li> <li>• Personal and professional maturity</li> <li>• Problem solver</li> <li>• Effective time manager</li> <li>• Flexibility to meet the needs of the service</li> </ul>	√  √  √ √ √ √		A & I
<b>Other</b>			

<ul style="list-style-type: none"> <li>Competent in use of IT packages such as Microsoft Word, Excel and PowerPoint</li> <li>Knowledge of the audit process</li> <li>Cross site working</li> <li>Good knowledge of clinical Systems e.g., PAS, ICE, etc.</li> <li>Car driver</li> </ul>	√		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?
The post holder will have highly developed physical assessment skills where accuracy is important and there is a high degree of precision and hand/eye co-ordination (e.g., manipulation of epidural analgesia)	1-2 per week	30minutes	nil	
Have good IT skills and be comfortable with software packages including Microsoft Word, Excel, PowerPoint, and Outlook. This will require Frequent use of a VDU	Daily	1 hour	nil	
This role can be physically demanding undertaking daily ward rounds (duration 3-4 hours) which will involve the post holder frequently having to sit and/or stand and/or walk and cover sizable distances during a typical shift.	Daily	3- 4hours		
May need to move equipment (e.g., specialist pumps) and can involve travelling between sites on occasions.	Monthly	Up to 1 hour	250G – 500G approx.	

Is the job holder expected to sit / stand	How Often?	For How Long?	What activity is
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in a restricted position?			involved?
Yes	Monthly	Less than 20 mins on each occasion	Examination of epidural insertion site – on patients back
Yes	Daily	Up to 2 hours	Desk based work. e.g., Computer work, reading documents, writing reports etc.

### **MENTAL EFFORT**

Are there any duties requiring concentration?	How Often?	For How Long?
This role can demand a high level of mental effort and concentration including regularly responding to unpredictable situations often without any previous notice or warnings, on the spot thinking, reasoning and decision making, unpredictable work patterns, regular interruptions and the need to prioritise based on those interruptions, project deadlines.	Daily	Duration of shift
Are there any duties of an unpredictable nature?	How Often?	For How Long?
As above		

### **EMOTIONAL EFFORT**

Does the job involve dealing with any distressing or emotional circumstances?	Direct / Indirect Exposure	How Often?
This role demands a high level of emotional effort related to clinical duties, which at times can be distressing or emotionally demanding	Direct & indirect exposure	Can be daily

### **WORKING CONDITIONS**

Does the job involve exposure to unpleasant working conditions?	How Often?
The post holder may experience aggressive behaviour of patients, client's relatives, and carers in the course of carrying out this clinical role. The working environment will be a combination of office and clinically based (e.g., wards)	Less than 1 per month  Duration of shift

