Clinical Nurse Specialist – Pain

Position Description

Date: Dec 2015

Job Title: Pain Clinical Nurse Specialist

Department: Department of Anaesthesia

Location: North Shore

Reports to [Line]: Director of Anaesthesia

Reports to [Professional]: Head of Division Surgery and Ambulatory Services for the safety of professional practice performance to the highest standard possible.

Direct Reports: None

Functional Relationships with:

- Patients and their families/carers
- Anaesthetists
- Ward teams
- Consultant Surgeons
- Clinical Nurse Specialists
- Team Pharmacist
- Ancillary staff

- Primary Care Providers including GP’s, Practice Nurses, District nurses

Committee Groups:
- Quality Improvement
- Clinical Nurse Specialist

Our DHB Purpose, Values and Standards

At the heart of Waitemata DHB is our promise of ‘better care for everyone’. This promise statement is the articulation of our three-fold purpose to:

1. promote wellness,
2. prevent, cure and ameliorate ill health and
3. relieve the suffering of those entrusted to our care.

At the heart of our values is the need for all of us to reflect on the intrinsic dignity of every single person that enters our care. It is a privilege to be able to care for patients, whānau and our community, a privilege that is sometimes overlooked in our day to day work.

Our standards and behaviours serve as a reminder to us all about how we are with our patients and with each other.
**Clinical Nurse Specialist – Pain**

*Position Description*

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**Purpose of this role:**
The treatment of patients within the Waitemata DHB with pain needs. Along with the guidance/education of nurses and midwives to ensure that a high standard of care is consistently provided.

### KEY ACCOUNTABILITIES

<table>
<thead>
<tr>
<th>Domain One</th>
<th>Professional responsibility</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Domain One</strong></td>
<td><strong>Professional responsibility</strong></td>
</tr>
<tr>
<td><strong>Includes accountabilities for professional, legal, ethical and culturally safe practice. This includes being able to demonstrate advanced critical thinking, judgement and accountability for own actions and decisions</strong></td>
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</tr>
<tr>
<td>• Meets all registered nurse PDRP competencies at minimum of RN Level 4 requirements – refer generic RN competencies</td>
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<tr>
<td>• Perceived as highly effective, progressive and knowledgeable in area of practice, according to legal, ethical, cultural safety/sensitivity and professional standards.</td>
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<table>
<thead>
<tr>
<th>Domain Two</th>
<th>Management of nursing care at advanced practice level</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Includes accountability related to patient/client assessment and management of advanced nursing care that is supported by evidence</strong></td>
<td></td>
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<tr>
<td>• Proactive in supporting staff to develop confidence in the management of technologies and treatment practices eg PCA and Epidurals and Nerve catheter</td>
<td></td>
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<tr>
<td>• To provide expert nursing advice when required to other departments eg outpatient department for the consultants clinics.</td>
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<tr>
<td>• To make prompt timely referrals to MDT and Primary Health.</td>
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<tr>
<td>• Works closely with other CNS and DNS to enhance clinical care and coordination</td>
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<tr>
<td>• To promote high standards of discharge planning.</td>
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</tbody>
</table>
### Clinical Nurse Specialist – Pain

**Position Description**

- To make and advise on appropriate referrals in the context of a multi-professional team.
- Demonstrates effective interpersonal skills and commitment to patient and family centred care.
- Ensures cultural beliefs, practices and support of individuals, their family and carers is central to all interventions.
- Ensures documentation is professional, accurate and transparent.
- Applies critical reasoning and professional judgment to nursing practice issues / decisions.
- Provides specialist nursing care and expertise both in direct care delivery and in support to other staff in the management of a defined patient group/area of specialty practice.
- Role models expert clinical practice, excellent communication skills and a variety of effective project management/leadership skills.
- Provides range of Clinical Activity Sessions [including independent nurse-led clinics: number of clinics, av. patients per clinic, location and/or Multidisciplinary clinics; Multidisciplinary ward rounds; Multidisciplinary case management discussions; Provision of direct care: rescue, recovery, ward attenders; Patient education; Home visits; Telephone consultations; Tele-health].

**Education and clinical teaching**

- Provides patient education to the patient group to improve patient outcomes and gain participation with their treatment.
- Able to trouble shoot and act as a resource person with issues relating to the equipment used for pain management.
- Supports other staff in the management of Acute Pain Service patients.
- Acts as a nursing resource providing expert advice and education to nursing staff and health care professionals / family-whanau within specialty scope of practice, demonstrating skilled mentoring/coaching, teaching and supervision.
- Provides expert advice and best practice recommendations to staff across the WDHB in specialty.
- Acts as a clinical resource for clinical staff.

**Domain Three  Interpersonal relationships and enhancing the patient experience**

*Includes accountability for interpersonal and therapeutic communication with clients/patients and members of the health care team.*

- Demonstrates clinical and professional leadership through effective teamwork and collaborative relationships.
- Provides support to health professionals, leading the care of patients with acute pain.
- In conjunction with other health professionals, to assist in the development of a comprehensive plan of nursing care for individual patients including preparation for discharge home and on-going care.
- Able to offer and provide specialist advice through listening and counselling skills.
- To act as an ambassador for the DHB in professional and public settings to enhance public relations with all agencies.

**Domain Four  Interprofessional healthcare and quality improvement to deliver organisational objectives**

*Includes accountability for evaluating the effectiveness of care and promotion of nursing perspective within the health care team.*

**Supports Professional Activity**

- Includes teaching – nursing and medical education; clinical governance activities including audit and research; Administration – organisational requirement; contribution to service planning and policy development; professional development.
- Assists in the implementation of nursing practice and models of care appropriate to patient/client population needs.
## Clinical Nurse Specialist – Pain

**Position Description**

### Quality Improvement: Guideline and policy development

- To develop protocols and guidelines for acute pain service that ensures evidence-based practice throughout the patient’s journey.
- Leads the development/review of best practice pathways, protocols and guidelines in the specific area of practice that are research based.
- Leads/contributes/collaborates in quality & care improvement processes, risk management and resource utilisation review, including trending and auditing and developing appropriate responses – educational, policy, advisory at patient, nurse and system level
- Identifies efficiencies through new and innovative ways of working, improve quality of care and patients experience

### Service Development

- Participates in service development and strategic leadership to enhance the patient experience, application of values in practice. Undertakes/leads specific or organizational portfolio responsibilities. Includes assisting in implementation and management of initiatives to address differential access to healthcare services for Maori.

### Research & Audit; Evidence based practice

- Researches, evaluates, develops and implements standards of nursing practice in the specific area of practice and supports practice improvements. Works to ensure recommended best practice guidelines/policies are research based and relevant across Waitemata DHB
- Fosters inquiry, critical thinking and research skill acquisition to advance nursing practice and patient/client care
- Confident use of technology. Critiques and uses research findings in practice. Participates in research.
- Undertakes audit and reports on key performance indicators for clinical service provision

### Workplace Health & Safety

- Recognises Individual Responsibility for Workplace Health and Safety under the Health and Safety in Employment Act 1992. Policies are read and understood and relevant procedures applied to their own work activities. Workplace hazards are identified and reported, including self-management of hazards where appropriate

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**VERIFICATION:**

**Employee:** ________________________________

**Manager:** ____________________________ **Date:** ____________________

**Note:** *This job description forms part of an individual’s contract of employment and must be attached to that contract.*
## Clinical Nurse Specialist – Pain

**Position Description**

<table>
<thead>
<tr>
<th>Service description</th>
<th>Provides assessment and care planning for adults referred to the Acute Pain Service. Participates in the MDT to ensure access to comprehensive multidisciplinary approach to care.</th>
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</thead>
<tbody>
<tr>
<td>Identified population served by the role and patient type/client group, specialty needs, treatments offered</td>
<td>Acute Pain management including adults and consultation for patients less than 16 years of age. Potential for career pathway transition to Nurse Practitioner scope of practice should this be available in the service.</td>
</tr>
<tr>
<td>Area of advanced nursing specialty practice.</td>
<td>Advanced practice role, working within clinical pathway/guidelines/protocols and standing orders for patient groups Innovative, evidence based nurse-led solutions to meet patient demand for Acute Pain Services</td>
</tr>
<tr>
<td>The scope of the role including the setting that care will be delivered in e.g. local, regional, national, hospital, clinical or community settings</td>
<td>Close working relationship with Surgical, Orthopaedic and Medical Specialists and District Nursing and wider community services. Engaged with CNS in specialty, across WDHB, regionally and nationally</td>
</tr>
<tr>
<td>Key points of integration and collaboration with other teams, services or providers</td>
<td>Care management of patients referred to the Acute Pain Service Formally presents case reviews and case load statistics</td>
</tr>
<tr>
<td>Anticipated outcomes of care</td>
<td>Care management of patients referred to the Acute Pain Service Formally presents case reviews and case load statistics</td>
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### Specific Key Responsibilities/KPIs relevant to specialty role

<table>
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<tr>
<th>Assessment and management of patients referred to the Acute Pain Service</th>
<th>Initiates assessment and treatments according best practice guided by WDHB current policy and procedure and best practice guidelines and evaluates outcomes Implememts agreed care plan and treatment Competent practice in complex pain assessments and care coordination Manages practice and initiates changes to reduce barriers to discharge and self-care Follows up care outcomes in liaise with specialist services and general practice to reduce readmission</th>
</tr>
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<td>Provides range of Clinical Activity Sessions</td>
<td>Case manages patients through the episode of care, in collaboration with the multidisciplinary team.</td>
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<tr>
<td>Interprofessional healthcare and quality improvement</td>
<td>Reports monthly on complex patients requiring intensive care coordination and/or high cost consumables Provides expert knowledge of best practice and needs of the patient group in the development of policy and staff and patient information</td>
</tr>
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</table>
**PERSON SPECIFICATION**

**POSITION TITLE:** Clinical Nurse Specialist - Pain

| **Education and Qualifications** | • RCpN, RGON, BHSC  
• Current APC as Registered Nurse in New Zealand  
• Post Graduate Certificate/ Diploma in specialty nursing practice essential. Must include advanced assessment and diagnostic reasoning skills.  
• Studying towards completion of Masters in advanced nursing practice/health specialty related [Pharmacology is highly desirable] |
| **Experience** | • At least five years post registration practice in the surgical specialty. Has worked with patients with in an acute surgical setting  
• Achieved RN Level 4 or equivalent with current portfolio  
• Reputation for excellence in specialty practice |
| **Skills/Knowledge/Behaviour** | • Advanced physical assessment, history taking, diagnostic reasoning and pharmacology knowledge  
• Demonstrated operational management/care coordination skills  
• Clinical professional leadership  
• Multidisciplinary teaching  
• Project management and quality improvement processes  
• Demonstrated confidence in quality improvement to improve service delivery |
| **Personal Attributes** | • Leadership  
• People management  
• Teamwork  
• Cultural safety  
• Self-management  
• Patient/client population focused  
• Communication / interpersonal skills  
• Innovation  
• Flexibility  
• Planning and monitoring |
|  | • Proactive attitude  
• Excellent communicator  
• Articulate, presentation skills  
• Self –directed and motivated  
• Strong teamwork reputation  
• Resilience  
• Positive professionally mature  
• Able to influence without conflict  
• Culturally safe practice |

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**Diagram:**

1. **Recruitment** → **Orientation Preceptor** → **Job Planning** → **Development Plan** → **Learning Programme** → **Coaching & Mentorship** → **Professional & Peer Forums** → **Career Planning**