Clinical Nurse Specialist - Research Chronic Pain Service

Position Description

Date: November 2018

Job Title: Clinical Nurse Specialist – Chronic Pain Service, Anaesthesia fixed term 0.7 FTE position (21 months)

Department: Department of Anaesthesia and Perioperative Service

Location: North Shore Hospital

Reporting To:
- Clinical Director – Anaesthesiology & Perioperative Medicine
- Clinical Lead Research Clinical Lead or designated Research Lead.
- Head of Division Nursing - for performance objectives and contribution at senior nurse level and for the safety of professional practice performance to the highest standard
- Operations Manager for collaborative achievement of service strategic plan and performance

Direct Reports: None

Functional Relationships with:

Internal:
- CD Anaesthesia
- SMOs Anaesthesia
- RMOS Anaesthesia
- Nursing staff Chronic pain service
- Charge Nurses & staff in surgical wards
- Patient Service Centre staff
- Legal Advisor
- WDHB Quality & Risk team
- WDHB clinical Ethics Advisory Group

External:
- Other DHBs
- Patients and Whanau
- NZSA
- Auckland Ethics Committee
- Ministry of Health
- University of Auckland
- Drug company and equipment suppliers

Our Purpose, Values and Standards

At the heart of Waitemata DHB is our promise of ‘best 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.

Waitemata District Health Board - JOB DESCRIPTION - Clinical Nurse Specialist - Research Chronic Pain Service. Approved by Director of Nursing 6/12/2018
Clinical Nurse Specialist - Research
Chronic Pain Service

Position Description

Purpose of the role

- To assist, advise and initiate research within the Chronic Pain Service to coordinate and provide for the day to day clinical activities, procedures and data management for specified clinical trials.
- To be responsible for day to day running of research projects.
- To facilitate patient recruitment and data collection for existing research projects.
- To act as a liaison between clinical and research services of the Department of Anaesthesiology and patients, and other Clinical Services within and external to WDHB.
- To ensure services are delivered in accordance with WDHB Strategic Plans.

KEY TASKS

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<tr>
<th>Domain One</th>
<th>Professional responsibility</th>
<th>EXPECTED OUTCOMES</th>
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<tbody>
<tr>
<td>Professional responsibility</td>
<td>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.</td>
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<tr>
<td>• Meets all registered nurse PDRP competencies at minimum of RN Level 4 requirements – refer generic RN competencies and those described for specialty and in credentialing documents.</td>
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<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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<td>Professional Leadership and Expertise</td>
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<td>• Applies critical reasoning and professional judgement to nursing practice issues and decisions for patients at risk</td>
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<td>• Provides advanced practice specialist nursing care in direct care delivery, contributing to the development of integrated service delivery across the continuum of care – one to one patient management and impact on practices/processes of care on populations of patients at local and system level</td>
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<td>• Role models/leads by example and enhances advanced nursing practice and contributes to the profession locally, regionally and nationally</td>
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<td>• Undertakes or leads specific service or organisational portfolio responsibilities, optimising patient safety</td>
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<td>Professional Development of specialty practice</td>
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<td>• Participates in interdisciplinary case review processes and clinical supervision</td>
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<td>• Self-directed in achieving learning and development plan, including PDRP responsibilities/current portfolio. Maintains own clinical competence. Continues to develop professionally at a post graduate level. Professional development is actively pursued by participation in appropriate in-service education or via outside educational institutions</td>
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<td>• Reads literature and other sources to ensure knowledge is updated which is relevant to Chronic pain research</td>
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<td>• Attends conference, seminars and special interest groups to maintain and update knowledge</td>
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<td>• Actively participates in professional nursing groups, maintain effective local, regional, national and international networks.</td>
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Domain Two Management of clinical practice research at advanced practice level
Includes accountability related to patient/client assessment and management of advanced nursing care that is supported by evidence and also assessment, developing differential diagnoses, ordering and interpreting diagnostic tests, planning and providing treatments in order to manage the health of individual patients

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
• Ensures documentation is professional, accurate and transparent
• Role models expert clinical practice, excellent communication skills and a variety of effective project management/leadership skills
• Practice shows a superior understanding of ethical issues as they relate to research
• Knowledge of Good Clinical Research practice (GCRP), evidence based care and the applicability/ramifications of a protocol treatment to participants is contemporary and is pursued to retain knowledge at an expert level.
• Understands patient advocacy requirements
• Carries out research in a systematic and well organised manner in accordance with ethical guidelines
• Ensure documentation is professional, accurate and transparent
• Role models expert clinical practice, excellent communication skills and a variety of effective project management/leadership skills
• Practice shows a superior understanding of ethical issues as they relate to research
• Knowledge of Good Clinical Research practice (GCRP), evidence based care and the applicability/ramifications of a protocol treatment to participants is contemporary and is pursued to retain knowledge at an expert level.
• Understands patient advocacy requirements
• Carries out research in a systematic and well organised manner in accordance with ethical guidelines
• Maintain adequate stocks of consumable research equipment, printing and parking coupons to ensure smooth running of research work.

Management
• Identify areas which require investigation
• Ensure research proposals are completed appropriately & on time for Ethics Committee approval
• Maintain research resource folder with current information

Facilitates clinically relevant research
• Assist in interdisciplinary research between the Department of Anaesthesiology and other hospital departments (e.g. Geriatrics, General Surgery, Orthopaedics and Physiotherapy).
• Assist with submissions and research reports to regional ethics committee, hospital knowledge centre and relevant external agencies.
• Assist with grant application preparation in order to attract funding for research at WDHB.
• Liaise regularly with Manager and Research Clinical Lead and Clinical Director with respect to goals and areas of research priority.

Provides representation of chronic pain service outside the Department
• Active participation in research and educational meetings.
• Liaise with other clinical areas discussing concerns which need to be addressed.
• Networks with other scientists and clinical specialists to enhance the service for clients, and own professional development.
• Education to WDHB and external groups occurs in consultation with management.

Ensures sensitive information regarding patient trials and research as confidential
• Discretion and confidentiality is used at all times
• Storage of documents is secure
• Disposal of sensitive information is via secure bins
• Discretion is used when investigating complaints

Develops, inputs and maintains data bases; analyzes and reports on findings
• Shows commitment to accuracy and attention to detail
• Demonstrate expertise in the use of databases such as Excel, SPSS and Access
• Enter data from individual audits, clinical indicators or satisfaction questionnaires
• Generate reports from data bases as required
Clinical Nurse Specialist - Research Chronic Pain Service

Position Description

- Feedback outcomes to department
- Ensure database is secure

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.

Interpersonal relationships and enhancing the patient experience
Includes accountability for interpersonal and therapeutic communication with clients/patients and members of the health care team.

- Relationships with patients/clients is appropriate and therapeutic to achieve agreed health outcomes
  - Good customer service skills
  - Maintaining boundaries
  - Partnership
  - Caring
  - Value-oriented: respectful, open, compassionate, integrity
- Communication is effective with clients and members of the health care team in all interactions
- Environment is managed to facilitate calmness so the patient/client can make sense of what is happening for them
- Shares knowledge with ward staff and appreciates the collaboration required to successfully implement any clinical research trial in the public health sector
- Advises ward staff of all aspects of projects which might impact on their delivery of care to patients.
- Relationships with colleagues and allied health team are professional. Positive and collaborative to facilitate and co-ordinate care that achieves health outcome.
- Professional approach recognizes, respects and values the roles and skills of all members of the health care team in the delivery of care
- Clinical safety is a key priority in practice. Completes orientation, undertakes in-service education, uses the policies and procedures to guide practice.
- Company Policies are adhered to e.g. confidentiality, privacy
- Collaborates and participates with colleagues and members of the health care team to facilitate and coordinate client care and education

Domain Four: Inter-professional health care and quality improvement
Includes accountability for evaluating the effectiveness of care and promotion of a nursing perspective within the health care team.

- Policies, procedures and resources are evidence-based, contemporary and produced to the highest standard
  - Works unsupervised and demonstrates use of initiative and self-motivation.
  - Demonstrates project management skills and the ability to manage multiple projects simultaneously.

Statutory & Treaty of Waitangi obligations

- Ensures the professional and political integrity of WDHB by carrying out all functions in compliance of the Treaty of Waitangi and by demonstrating a serious commitment to keeping the treaty alive.
- Shows sensitivity to cultural complexity in the workforce and patient population

To recognise individual responsibility for workplace Health & Safety under the Health and Safety at Work Act 2015
Contribute to a safe and healthy workplace at WDHB by: All Employees

- Following & complying with H&S policies & processes & applying them to their own work activities, including using/wearing Personal Protective Equipment as required.
- Participating in activities directed at preventing harm & promoting well-being in the workplace
- Identifying, reporting & self-managing hazards where appropriate
- Early and accurate reporting of incidents at work and raising issues of concern when identified.

VERIFICATION:

Employee: __________________________
Manager: __________________________ Date: __________________________

Note: This job description forms part of an individual’s contract of employment and must be attached to that contract
**PERSON SPECIFICATION**

**POSITION TITLE:** Clinical Nurse Specialist Research, Chronic Pain Service

| Qualification | • Registered Nurse [RCPN, RGON, BHSc] with current annual practising certificate  
• Post Graduate Certificate/Diploma in specialty nursing practice essential. Must include advanced assessment and diagnostic reasoning skills.  
**Preferred**  
• Studying towards completion of Masters in advanced nursing practice/health specialty related  
• Current ACLS certification |
| Experience | At least five years post registration practice in the specialty of acute surgical nursing  
Achieved RN Level 4 or equivalent in specialty with current portfolio  
Reputation for excellence in specialty practice |
| Skills/Knowledge/Behaviour | • Advanced physical assessment, history taking, diagnostic reasoning and pharmacology knowledge  
• Clinical professional leadership and interdisciplinary practice  
• Clinical research experience in areas such as chronic pain, musculoskeletal conditions, orthopaedics or rehabilitation.  
• Experience in management and co-ordination of a clinical service  
• Confident multidisciplinary teacher  
• A range of computer based skills including data management, use of statistical software and data analysis.  
• Report writing (although training can be given)  
• Evidence-based and confident in using contemporary research to inform practice  
• Person focused /centered practice  
• Demonstrated operational management / care coordination skills |
| Personal Attributes | 1. **Personal Attributes**  
• Positive and enthusiastic  
• Possesses a good sense of humour  
• Strong and self-reliant  
• Calm and mature  
• Consistent  
• Realistic  
• Some awareness of the Health and Safety impacts on an organisation  
• Seeks advice and guidance from colleagues and other disciplines as required  
• Self-directed and motivated  
2. **Teamwork**  
• Sensitive and constructive to others  
• Seeks out opportunities to support others in achieving goals  
• Effectively shares information with colleagues  
• Inclusive of colleagues  
• Resilience, flexible and willing to work across a range of clinical settings  
3. **Self-Management**  
• Recognises and respects individual differences  
• Develops positive working relationships with staff and managers  
• Identifies and seeks to meet their needs.  
• Treats them as first priority  
• Upholds confidentiality, behaves with integrity and discretion  
• Positive professionally mature |
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Demonstrates a capacity to work undirected and autonomously but consulting and exhibiting a team work approach where needed

- Has a sound methodical work ethic
- Consults and is consulted by members of the team as and when required
- Produces outcomes in a timely manner
- Disseminates information when completed to members of the team

Demonstrates a high level of problem solving and accountability

- Shows evidence of analysis and evaluative thinking
- Uses judgment to draw inferences and arrive at a conclusion
- Uses literature and other sources to assist
- Is proactive in initiating change where needed or referring to appropriate committee for a decision

4. Communication skills

- Very strong written and verbal communication skills
- Excellent communicator – clear and complete at all times
- Sets high standards and strives to achieve challenging goals
- Displays drive and energy and persists in overcoming obstacles
- Acts as a good health and safety role model to others
- Acts in a positive manner
- Copes well under pressure, is resilient to change and understands personal limitations
- Is proactive and displays initiative
- Is able to communicate effectively on the phone and via computer and face to face with a variety of people
- Is able to communicate without engendering conflict

5. Learning

- Makes effective decisions within appropriate timeframes and levels of responsibility
- Knows when to ask for help