

# Job Description

Job Title:	Pain Nurse Specialist
Band:	6
Base:	You may be required to work in other designated locations of the Trust as well as your primary base. In particular, flexibility is required across the three main hospital sites (Leicester Royal Infirmary, Leicester General Hospital and Glenfield Hospital). If your initial location is one of these sites excess travel reimbursement would not apply for a permanent or temporary change of base.
Reports to:	Band 7 Pain Specialist Nurse
Accountable to:	Matron

Find out more about working with us:

<https://www.leicestershospitals.nhs.uk/aboutus/work-for-us/>

<b>Job Summary</b>	<ul style="list-style-type: none"> <li>• Act as the clinical expert and professional resource to the patients and carers and multi-professional team, within the specialist service.</li> <li>• Work alongside other specialist nurses, Matrons and Head of Nursing to ensure the development and delivery of a high quality service.</li> <li>• Directly or indirectly influence all aspects of care and management of patients within the service/speciality.</li> <li>• Deliver high quality, clinically effective care, and patient experience, utilising research and in collaboration with colleagues in everyday practice.</li> <li>• Act as a role model and clinical resource demonstrating high standards of care and providing clinical leadership in the specialist area.</li> <li>• Support the development and delivery of a programme of practice and professional development for staff within the speciality.</li> <li>• Take responsibility for own development and participate in annual appraisal</li> <li>• To suggest plan and implement methods of improving office systems and methods of work</li> <li>• A minimum of 80% of time must be spent in clinical practice</li> </ul>
<b>Budget</b>	Work to minimise waste in all areas of work
<b>Staff</b>	N/A
<b>Policy</b>	<ul style="list-style-type: none"> <li>• Contribute to policy making and clinical guidelines internally and externally, necessary to support the specialist nursing service</li> <li>• Use programmes of effective and relevant education to promote staff compliance with policies, practices and patient safety.</li> </ul>
<b>Communications</b>	<ul style="list-style-type: none"> <li>• Work with the Lead Nurse Specialist / Education and Practice Development Lead to ensure that specialist education and training meets the needs of the service, multi-professional clinical teams, patients and carers.</li> <li>• Use Education forums and Networks proactively sharing good practice and innovation with others.</li> <li>• Liaise with other groups and assist with the delivery of multiprofessional and inter-professional learning.</li> <li>• Provide specialist education and training to all members of</li> </ul>

	<p>the clinical team and nursing staff within the Division in collaboration with the Education and Practice Development Lead / Lead Nurse Specialist.</p> <ul style="list-style-type: none"><li>• Take responsibility for ensuring effective communication between all service providers within pain management.</li><li>• Actively participate in local, national and international networking to maintain and develop expert level of knowledge in pain management</li></ul>
--	--

## KEY WORKING RELATIONSHIPS

- Heads of Nursing
- Lead Clinicians and their teams
- Allied Health Professionals
- Sister / Charge Nurse and their teams
- Matrons
- Senior Nurse for Clinical Practice Development and Directorate Education and Practice Development Teams
- Clinical Governance Managers
- University Staff

## KEY RESULT AREAS

### Service Delivery & Development

- Manage a delegated caseload of patients, as appropriate within the speciality, delivering individualised and personalised direct patient care.
- Provide clinical expertise, specialist advice and support across the whole spectrum of the service. Demonstrate in depth specialist knowledge, skills and innovative practice in the specialist area, ensuring the delivery of appropriate evidence based care.
- Support, assist and encourage the multi-disciplinary team in resolving complex patient problems, by the provision of new and innovative models of case management.
- Demonstrate appropriate expert practice and specialist advice in the assessment, planning, implementation and evaluation of patient care. This will necessitate high levels of autonomy and advocacy.
- Establish and maintain good positive working relationships with the Heads of Nursing, Sister / Charge Nurse and their teams, Education and Practice Development Lead, Matrons, relevant Clinicians, Service Managers and General Managers.
- In collaboration with the Education and Practice Development Teams / Lead Nurse Specialist develop and promote working partnerships between the Trust and academic staff at local Universities involved in the provision of nursing and multi professional programmes of education.
- Provide specialist education teaching, learning and mentoring for pre and post registration students when required and actively contribute to the delivery of the Universities curriculum.
- Provide a high level of professional leadership in the development and promotion of the service. Actively contribute to operational developments relating to the speciality / nursing service, so that high quality patient focused services are promoted.

- Review post-operative patients as defined by the Lead Nurse Specialist
- Assess competency of ward staff
- Review surgical in-patient referrals
- Review medical in-patient referrals as directed
- Work in conjunction with the Lead Nurse Specialist to review complex medical Referrals Attend Pain clinics for professional development
- Support the Lead Nurse Specialist in delivering a safe and effective service
- Support the Lead Nurse Specialist in service redesign and change

## Governance

- Actively participate in audit and research and benchmarking activities to ensure effective safe and evidence based practice.
- Provide and promote clinical excellence that reflects the Trust's Clinical Governance Strategies to include meeting the Standards for Better Health Together.
- Actively promote the specialist service throughout the Trust by establishing robust networks and links with Clinical Governance and Audit teams.
- Act on audit and research findings to inform and change practice as appropriate
- Use specialist knowledge, skills and innovative practice in order to provide a high standard of patient care and maintain patient safety.
- Actively promote infection prevention and control awareness using best practice to reduce the potential for cross infection.
- As a clinical expert provide advice and support to assist with the management of complaints relating to the speciality and implement action plans or change of practices.
- Demonstrate continuous evaluation of practice and make changes where appropriate, within the defined speciality.
- Actively participate in lifelong learning and personal development through appraisal and Knowledge and Skills Framework (KSF) development plans

## Patient/Customer Service

- Promote the philosophy of patient centred care and establish and maintain a supportive relationship with the patient and their family at all times.
- Promote patient and public involvement and enhancing their experience by supporting and implementing new initiatives relating to patient centred care.
- Raise the profile of patient and public involvement by embedding this within own sphere of practice.
- A visible, accessible and assertive clinical expert to which staff and users can turn to for assistance, expert advice and support.

- Support the Pain team in achieving the Trusts key objectives and CMG action plans to improve patient experience
- Promote and implement patient focused education and the information giving strategy within the speciality.
- Deliver new ways of working practice that benefits patient safety and the patient user experience

## Research

- Ensure that the importance and implications of education, research, and ideas are raised in appropriate forums.
- Promote and encourage nursing practice research in all relevant clinical areas supporting the UHL Non-Medical research strategy
- Promote the speciality by publishing and presenting innovations and research findings locally and nationally

## GENERAL

This job description indicates the main functions and responsibilities of the post. It is not intended to be a complete list. You may be required to undertake other duties from time to time as we may reasonably require.

You will be required to maintain compliance with all statutory and mandatory training requirements.

The link to the Trust's policies and procedures is:

<https://secure.library.leicestershospitals.nhs.uk/PAGL/SitePages/Home.aspx>

## Person Specification

Post:

Band:

Criteria	Essential	Desirable	Stage Measured at A – application I – Interview T – Test
Commitment to Trust Values and Behaviours	Must be able to demonstrate behaviours consistent with the Trust's Values and Behaviours		Interview
Training & Qualifications	<ul style="list-style-type: none"> <li>• 1 st Level Nurse/Midwife</li> <li>• Post-basic Specialist Qualification or willingness to undertake</li> <li>• Recognised Teaching Qualification Evidence of post-registration educational continuing development including attendance of the acute pain study day and relevant competencies</li> </ul>	<ul style="list-style-type: none"> <li>• Recordable specialist qualification at Degree level</li> <li>• Clinical Leadership Programme</li> </ul>	A
Experience	<ul style="list-style-type: none"> <li>• 3 years Post-Reg experience to include 2 years relevant clinical experience at band 5</li> </ul>	Participation in Research Development of multidisciplinary working	A,I

Job Title:  
Date Finalised:

	<p>or above in acute pain after surgery in the last 12 months</p> <ul style="list-style-type: none"> <li>• Specialist knowledge which includes completed LCAT assessments for Acute Pain Management (IV PCA, Epidural Analgesia and Local Anaesthetic Infusions)</li> <li>• Evidence of management/leadership skills and autonomous practice</li> <li>• Evidence of continued professional development</li> </ul>	<p>practices</p> <p>Demonstrates experience of clinical risk management</p>	
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Teaching /assessment skills</li> <li>• Effective communicator</li> <li>• Leadership &amp; motivation skills</li> <li>• Computer literate</li> <li>• Ability to motivate self and others Ability to work both on own initiative and within a team</li> <li>• Flexibility to work across UHL</li> </ul>	<ul style="list-style-type: none"> <li>• Organisational and negotiations skills</li> <li>• Ability to supervise and demonstrate potential to lead</li> </ul>	A,I
<b>Equality, Diversity and Inclusion</b>	<p>Able to demonstrate a commitment to and understanding of the importance of treating all individuals with dignity and respect appropriate to their individual</p>		

	<p>needs.</p> <p>All staff are expected to engage in compassionate and inclusive leadership in the provision of high quality care and interactions with others</p>		
<p>Other requirements specific to the role</p>	<ul style="list-style-type: none"> <li>• Diplomatic</li> <li>• Assertive and confident</li> <li>• Personal and professional maturity Recognition of own limitations Demonstrates enthusiasm</li> </ul>		<p>I</p>