

Role Specification

Post:	Inpatient Pain Clinical Nurse Specialist
Grade:	Band 7
Hours:	37.5 hours per week – fixed term for 6-9 months To cover maternity leave
Responsible to:	Head of Nursing
Accountable to:	Divisional Director of Nursing
Reports to:	Lead Clinical Nurse Specialist
Qualifications:	Registered Nurse Level 1

The post holder must be an RN (1) and is therefore bound by the NMC Code of Professional Conduct for Nurses, Midwives and Health Visitors

Job Summary:

- To work as an autonomous, advanced practitioner and effectively deliver an expert nursing service within the specialist area
- To effectively manage a caseload of patients/clients
- To ensure that patients and their families are fully informed and supported by providing clinical and social support
- To assist in the development of evidence based clinical nursing practice in line with current research and guidelines
- To establish clear lines of communication within the specialty team to ensure cohesive multidisciplinary management of patients
- To link with healthcare teams in order to increase knowledge and facilitate the care of this group of people in all healthcare settings

Trust Vision & Values:

The post holder is expected to have a clear understanding of how this post contributes to the achievement of the trust vision of:

A thriving Foundation Trust at the heart of an integrated healthcare system. One that delivers improved patient care at a community, hospital and specialist setting, supported by a unique and nationally recognised programme of research, education and employee engagement.

We expect all our staff to share the values that are important to the Trust, being Excellent, Kind, Responsible & Respectful, and behave in a way that reflects these.

St George's University Hospitals NHS Foundation Trust is committed to safeguarding children and vulnerable adults and expects that all staff will share in this commitment. The Trust is clear that all staff have a responsibility to be aware of children and adult safeguarding policies and procedures and that each member of staff, clinical and non-clinical, will attend child or adult safeguarding training that is provided at an appropriate level to suit their role. The Trust has the additional expectation that all staff will be able to identify concerns and know what action to take.

Main duties and responsibilities:

1. Clinical Practice

- To assist in the delivery of an advanced specialist nursing service for people with acute/chronic pain conditions.
- To lead by example
- Be recognised as an expert in their field holding additional qualifications / specialist knowledge and expertise.
- To provide specialist nursing advice and support to patients, their families and other healthcare professionals following diagnosis and through all stages of treatment
- To ensure continuity of a high standard of evidence based nursing care, assessing health, health related and nursing needs of patients, their families and other carers by identifying and initiating appropriate steps for effective care. This can include:
 - Managing a patient caseload
 - Making and receiving referrals
 - Undertake holistic needs assessment
- To work autonomously by accepting responsibility for own patient caseload, ensuring all patients have an accurate plan of care, which reflects the assessment undertaken and incorporates the issues and recommendations made ensuring clear documentation in the patient's records.
- To be actively involved in in-patient care, liaising with ward staff to ensure high quality nursing care
- To follow-up patients as appropriate and ensure all relevant information is available to enable patients to make an informed choice about their treatment
- To attend and co-ordinate MDT meetings if appropriate to the role ensuring all patients are represented
- To deliver a seamless service through the development of enhanced Multidisciplinary team (MDT) processes and communication
- To participate in the identification and development of clinical protocols and strategies to enhance both the continuity and standard of specialist care whilst ensuring equity of access to the service
- To participate in the development and review of operational policies in accordance with national standards
- To ensure all care is given in accordance with agreed protocols.
- To introduce measures to actively manage and reduce risk to patients, ensuring the formal reporting and recoding of adverse incidents in line with Trust policy
- To work with key staff members to maintain nurse led pre-assessment/assessment and out patient follow-up services. Providing detailed baseline patient assessment and education and support to patients and their families

- To assist in developing assessment tools that will ensure an appropriate level of nursing intervention so that patients who present with the most complex needs are referred to the appropriated specialist including patients and families who require more in-depth support and counselling
- To work with the MDT to develop, implement and evaluate integrated care pathways and systems of MDT documentation
- To actively involve service users in providing feedback of their experience of the current service and suggestions for improvements
- To work in line with and contribute to local delivery of national care standards

2. Education and Research

- To produce and provide all patients with relevant and accessible written information regarding their pain management and treatment in accordance with Trust standards
- To plan and deliver formal teaching programmes, working in close collaboration with both Nursing and Medical Faculties.
- To work with other clinical staff to identify knowledge gaps in relation to specialist patients and ensure staff are appropriately educated
- To contribute to the development of nursing practice within the team
- To actively participate in educational events provided by the Trust.
- To attend meetings and conferences as appropriate ensuring that you are fully conversant with current issues both within the Trust and within pain management, locally and nationally
- To promote and facilitate evidence based practice and clinical audit within the Trust, raising the profile and enhancing the contribution of nursing to patient care and informing business and service development plans
- To participate in and assist with any appropriate/relevant Trust approved research projects conducted within the department
- To promote nursing research and evidenced based practice relevant to the pain speciality.

3. Management

- To liaise effectively with all other disciplines within the Trust and at local level.
- To actively contribute to any relevant initiatives within the care group and provide support to colleagues and Heads of Nursing.
- To contribute positively to the leadership of nursing within the care group acting as an effective role model.
- To comply with measures to actively manage and reduce risk to patients. Ensuring the formal reporting and recording of adverse incidents in line with Trust policy
- Network with the team of clinical nurse specialists within the Trust, locally and nationally to evaluate, develop and promote the specialist-nursing role
- To utilise and maintain information systems to aid audit and to provide regular activity analysis reports
- Maintain contemporaneous and accurate treatment records, submitting relevant statistics, reports and activity data as requested. Ensure that confidentiality of information is adhered to and NMC standards are met.
- To participate in the evaluation of the service in terms of clinical effectiveness, clinical excellence and value for money.

- To ensure the best use of available resources is used within agreed budget to provide a cost effective service

4. Personal Professional Development

- To achieve a range of clinical competencies as required to fulfil the role
- To keep up-to-date with current literature and research in the speciality
- To maintain your own personal and professional development in accordance with PREP requirements, attending mandatory study sessions as required
- To undergo and actively participate in own performance appraisals
- To keep up to date with NMC, relevant specialist Faculty & Trust guidelines and protocols
- To adhere to the NMC 'The Code' working within and accepting responsibility for maintaining agreed levels of competence
- To be working towards higher degree or equivalent [if not already achieved].

5. General

- To act in accordance with the NMC – The Code for Nurses and Midwives and be accountable for his/her actions at all times.
- To have responsibility for the Health, Safety and Welfare of self and others and to comply at all time with the requirements of the Health and Safety Regulations.
- To ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity in accordance with the provisions of the Data Protection Act and its amendments
- To work in accordance with the Trust's Equal Opportunities policy to eliminate unlawful discrimination in relation to employment and service delivery
- Promote equal opportunities for staff and clients in accordance with St. George's Healthcare NHS Trust and Faculty of Healthcare Science Policies, to ensure that no person receives less favourable treatment than another on the grounds of sex, marital status, race, religion, colour, creed, nationality, ethnic or national origin or sexual orientation.
- Be aware and work within the policies of St. George's University Hospital NHS Foundation Trust and Faculty of Healthcare Sciences carrying out such duties as may be required, and are consistent with the responsibility of the grade.
- To ensure skills are up-to-date and relevant to the role, to follow relevant Trust policies and professional codes and to maintain registration where this is a requirement of the role.
- To undertake such duties as may be required from time to time as are consistent with the responsibilities of the grade and the needs of the service.

This job description is not an exhaustive document but is a reflection of the current position. Details and emphasis may change in line with service needs after consultation with the post holder.

St George's University Hospital NHS Foundation Trust is an Equal Opportunities employer and operates a No Smoking Policy.

Person Specification: CNS band 7 Pain Services

Factor	Essential	Desirable	Method of Assessment
Qualifications and Training			
NMC Level 1 or Level 15 Registered Nurse	☑		A
Degree (BSc) or equivalent in a health related subject, or working towards	☑		A
Relevant post-registration qualification in specialist field	☑		A
Non-Medical Prescribing qualification		☑	A
Experience			
An advanced practitioner either through formal qualification (as above) and/or extensive clinical experience pertinent to the area	☑		A,I,R
Relevant, demonstrable experience in specialty area	☑		A,I,R
Ability to build up a rapport with patients and the MDT	☑		A,I,R
Ability to impart complex information to patients, relatives and carers, with different levels of understanding	☑		A,I
Ability to work independently and as part of a team	☑		A,I,R
Experience of running research and audit programmes	☑		I
Experience of delivering presentations	☑		I
To have proven experience of service development	☑		I
Skills			
Strong leadership skills	☑		A,I,R
Autonomous practitioner	☑		A,I,R
Excellent oral and written communication skills	☑		A,I
Advanced clinical assessment skills or willingness to develop these		☑	A,I,R
Basic Counselling skills	☑		A,I
Project management skills		☑	A,I
Knowledge			
Understanding of clinical governance and risk assessment	☑		I
Clear understanding of safeguarding procedures	☑		I
Computer literacy	☑		A,I
Other			
Patient centred approach	☑		A,I,R
Flexible attitude	☑		A,I,R

A = Application
I = Interview
R = References