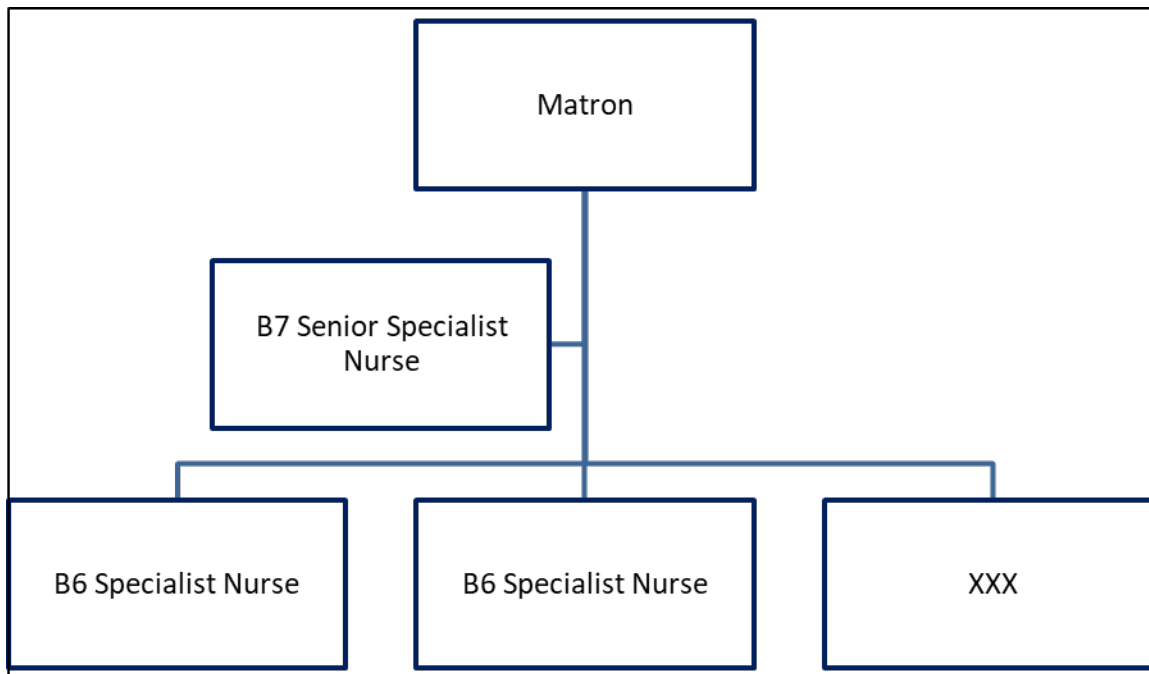




JOB DESCRIPTION

Job Title:	Specialist Nurse - Pain Management Service
Department:	Chronic Pain
Division:	Specialist Surgery & MSK
Band:	6
Hours:	37.5
Responsible to:	Specialist Nurse Pain Management
Accountable to:	Chief Nurse
Responsible for:	N/A
Base:	Main base Ashford Hospital, with requirement to work across both St Peter's and Ashford Hospital sites to fulfil role, and working at any other Trust site as required. As well as working from home, to incorporate flexible working.
Disclosure and Barring Service Required:	Enhanced
Job Summary:	<p>The purpose of the post is to provide specialist nurse input within a multidisciplinary Pain Management Service team that positively impacts on the experience of patients and carers living with persistent pain by providing high standards of clinical practice as appropriate across the Trust.</p> <p>In collaboration with other members of the team and other key staff, the post holder will contribute to the day to day management of the service, providing leadership, specialist advice and support to service users</p>
Key working relationships	<p>Internally the post holder will develop effective working relationships with:</p> <ul style="list-style-type: none"> Nurse Specialists, Clinical Matron, Consultants, Psychologists, Extended scope Practitioners, Physiotherapists IMSK and Administration teams <p>Externally this includes</p> <ul style="list-style-type: none"> Colleagues in other NHS Trusts and organisations.
Key Result Areas:	<ol style="list-style-type: none"> To have made an effective contribution to reaching the Trust's vision, strategic objectives and key work programmes. To enable consistent and sustained improvements in standards of practice and care for patients with persistent pain. To facilitate staff development to meet the needs of patients with persistent pain and their families. <p>To develop own specialist clinical skills, knowledge and understanding.</p>
Date of last review:	February 2023

2. DEPARTMENT ORGNISATION STRUCTURE CHART



3. MAIN DUTIES AND RESPONSIBILITIES OF THE POST:

General responsibilities

- To support the department and organisation by carrying out any other duties that reasonably fit within the broad scope of a job of this grade and type of work.
- To improve standards of specialist care by developing own clinical practice to ensure that patients suffering from chronic/persistent pain and their carers have a quality experience.
- To reduce risk and increase safety for staff and patients
- To work alongside the Senior Nurse Specialist and other Specialist nurses to support the training and development of Trust staff and students on placement, caring for patients with persistent pain.
- To support clinical governance and contribute to own and Trust practice development initiatives, as part of the Pain Management Service
- To work alongside the Senior Nurse Specialist and other team members to contribute to improving the fundamentals of care within the trust in the management of persistent pain.

Clinical

- To function as a professional role model in the specialty, providing clinical leadership, advice and support for staff and patients
- To plan, deliver and evaluate programmes of care to address patients' specialist and changing health care needs at all stages in the management of their persistent pain, in liaison with other specialist nurses and the medical consultants

- To advise and teach patients, carers and staff on the use of Transcutaneous Electrical Nerve Stimulators (TENS).
- To participate in the provision of a telephone advice line service
- To contribute to outpatient pain management programmes.
- To work in partnership with the Inpatient Pain Service team to ensure the appropriate management of inpatients presenting with persistent pain.
- To act as a resource providing specialist advice and guidance to nursing, medical and other health professionals on the management of persistent pain in conjunction with other members of the Pain Management Service.
- In liaison with the Senior Specialist Nurse, to be responsible for managing a clinical caseload.
- To deliver care in accordance with the NMC code of professional conduct; the Trust Values, policies and procedures and other appropriate guidelines.

Leadership or managerial

- To contribute to managing the Pain Management Service to ensure a high quality patient experience.
- To contribute to the development of research and evaluation strategies in the management of persistent pain.
- To contribute to the development and monitoring of the quality of pain management care and service and to the Directorate and Trust pain management nursing strategy.
- To provide effective clinical leadership to support and inspire nursing colleagues.
- To develop skills needed to act as a chronic/persistent pain advisor to colleagues within the Trust and externally
- To develop self-management skills in order to manage a clinical workload as an active and flexible member of the multidisciplinary Pain Management Service.
- To develop management skills required to coordinate systems and processes effectively and efficiently to ensure a good quality patient experience.
- To contribute to the development and review of the strategy for the Pain Management Service
- To manage resources (including budgetary control as appropriate).
- To participate in the recording and investigation of specific incidents or complaints as required; to enable an informed focus of practice development activities.
- To manage specific projects as required by the Senior Nurse Specialist and/or Lead Nurse.

Education Training & Professional Development

- To act as a professional supervisor and utilise clinical supervision and reflective practice skills to enhance development of self and colleagues in the inter-professional team to optimise care
- To act as a mentor for students and other junior staff ensuring learning that is commensurate with education needs.
- To provide patients and their carers with information and advice associated with the management of persistent pain, ensuring the best level of understanding and self-care as appropriate.
- To contribute to the development of written and other health information for patients with persistent pain with regard to disease, treatment, management and ongoing care.
- In liaison with the Clinical Practitioner Educators, Senior Specialist Nurse and Nurse Leaders develop, evaluate and manage education and training programmes and competencies relevant to the management of persistent pain, through the process of training needs analysis.
- To contribute to the delivery of education programmes in the Trust and other centres as appropriate.
- To maintain own professional development, keeping up to date with developments in the

management of persistent pain and taking opportunities to develop specialist nurse expertise.

Service improvement

- To have a working knowledge of local and national standards of care and be able to contribute to the development of evaluation strategies.
- As part of the Pain Management Service, support the facilitation of mechanisms to involve users in practice and service development.
- To contribute to the development of specialist guidelines to enable optimisation of care in the management of persistent pain.
- To contribute to audit and research activities within The Pain Management Service and in collaboration with colleagues.
- To function as part of an inter-professional team, assessing, evaluating developing the Pain Management Service as appropriate.
- Where appropriate for the service, to contribute to a system to develop the service and staff in the management of chronic pain.

PERSON SPECIFICATION

POST TITLE:

Factors	Essential	Desirable
Attitude, Behaviour and Values	<ul style="list-style-type: none"> • Always puts patients first • Customer service focus • Willing and able to take personal responsibility • Demonstrates passion for excellence • Seeks out and takes opportunities for improving the service offered • Takes pride in their work and their team • Flexible in their attitudes and behaviours to support team working and delivery of objectives • Respects, values and cares for others • Supports learning and development of self and others • Supports and promotes equality and diversity 	
Qualifications and Further Training	<ul style="list-style-type: none"> • First Level Registered Nurse • Teaching qualification • First degree or equivalent knowledge, skills and competency gained through significant post registration experience. 	<ul style="list-style-type: none"> • Post basic qualification relevant to area of practice • Management qualification • Advanced health assessment
Experience	<ul style="list-style-type: none"> • Experience of managing patients with persistent pain or long term conditions • Working in a coordinating function within the multidisciplinary team • Recent evidence of developing nursing practice within the clinical setting • Teaching experience 	
Knowledge	<ul style="list-style-type: none"> • NHS Constitution • Trust vision, values and strategic objectives 	
Skills	<p>Must be able to demonstrate, in relation to patients, visitors, colleagues and other individuals connected with the Trust and NHS:</p> <ul style="list-style-type: none"> • You have knowledge & awareness of diversity and human rights as appropriate to your role • You are able to communicate effectively to ensure high standards of care, treatment, service or support as appropriate to your role, • Patient facing roles -be able to understand an individual's communication, physical & emotional needs; recognise their needs and preferences • Able to provide a customer focussed service • Ability to develop advanced nursing skills in the speciality • Clinical management skills • Ability to problem solve • Able to work autonomously as well as within the team • Leadership and change management skills 	

	<ul style="list-style-type: none"> Information Technology Skills 	
Other requirements	<ul style="list-style-type: none"> Able to demonstrate that you are honest, reliable and trustworthy Treat patients, visitors, colleagues with respect Ability to travel between Trust sites Ability to be flexible to meet the needs of the team, the service and the Trust 	

Values and Behaviours

Patients First

	Exemplary 4= acts as a role model	Essential 3 = always demonstrates 2 = sometimes demonstrates	Unacceptable 1= does not demonstrate
Care	Always finding ways to make a difference for the benefit of others	Ensuring that basic needs are always met	Ignoring patients who need help – the standard you walk past is the standard you accept
Compassion	Making everyone feel special – knowing your patients well and treating them as individuals	Putting yourself in others' shoes – you could be the only word of kindness that person receives all day	Not being aware of others' needs or feelings
Communication	Adjusting your communication style to fit the person or the purpose	Introducing yourself, listening, explaining clearly what is happening and making sure that you have been understood	Making little effort to explain situations, creating anxiety and confusion
Humility	Using what our patients and others tell us to make our care the best it can be	Apologising and being open when things have gone wrong	Arrogance – assuming we have all the answers and not listening to our patients

Passion for Excellence

	Exemplary 4=acts as a role model	Essential 3 = always demonstrates 2 = sometimes demonstrates	Unacceptable 1= does not demonstrate
Positivity	Sharing good news and positive stories, seeing and inspiring the best in others	Striving to be the best you can	Spreading negativity, or having a "can't do" attitude
Insight	Stopping, looking and listening – being mindful of your environment	Having an in depth understanding of your day to day practices and the impact they have on others	Not being aware of impact on others
Initiative	Finding and seizing opportunities to go the extra mile without being asked	Taking a proactive approach, and prioritising	Being passive and demonstrating a lack of attention to detail
Innovation	Being bold, ambitious and creative and challenging the norm	Seeking out new ideas and finding ways to put them into practice	Accepting average standards or refusing to move from the status quo



Developed by staff through the Trust Wall and through conversation in Autumn 2013

Ashford and St. Peter's Hospitals **NHS**

NHS Foundation Trust

Personal Responsibility

	Exemplary 4= acts as a role model	Essential 3 = always demonstrates 2 = sometimes demonstrates	Unacceptable 1 = does not demonstrate
Commitment	Equipping yourself with the skills, knowledge and wellbeing required to deliver your best	Performing your duties to the best of your ability and always being punctual and prepared	Taking little interest in doing a good job
Self-awareness	Leading by example and taking responsibility for your actions	Treating people as you would like to be treated, remembering that the little things often make the biggest difference	Looking for excuses or undermining others
Open-mindedness	Being objective and providing, seeking and valuing regular constructive feedback	Continuously listening, learning and improving	Showing little interest in improvement or being dismissive of others' ideas or feedback
Courage	Not being afraid to challenge poor behaviour and inspiring courage in others	Believing in yourself and your contribution, and having the confidence to speak up and speak the truth	Not being willing to trust others, or avoiding difficult issues

Pride in our Team

	Exemplary 4=acts as a role model	Essential 3 = always demonstrates 2 = sometimes demonstrates	Unacceptable 1= does not demonstrate
Constructiveness	Supporting, inspiring, mentoring, coaching, celebrating, championing and motivating	Treating one another with dignity, intelligence and respect	Shouting, taking an aggressive tone, or finger-pointing
Selflessness	Taking on tasks, beyond expectation, to achieve team or organisational goals	In your work, prioritising the needs of your patients, teams and organisation ahead of your own	Showing evident self-interest to the detriment of the team or organisation, or lack of flexibility
Collaboration	Helping others to see that they can achieve more together than can be achieved alone	Building positive relationships based on listening and sharing information, knowledge, skills, as well as workload, to further team and organisational goals	Refusing to work with others effectively – withholding information, or failing to listen to or acknowledge others' views
Integrity	Always being open and honest, setting realistic expectations, and consistently demonstrating your values	Being honest and delivering what you promise or making others aware if you are unable to deliver	Being dishonest or biased, or actions not matching words

VALUES BASED BEHAVIOURS

The Values Based Behaviours above describe the standards of behaviour the Trust supports and expects from all staff, and these are used to assess and develop staff through all aspects of their career with the Trust, from recruitment, through induction, appraisal and development.

WORKING FOR THE TRUST GENERAL RESPONSIBILITIES FOR ALL STAFF IN THE TRUST

ALL TRUST EMPLOYMENT POLICIES CAN BE ACCESSED EXTERNALLY THROUGH THE TRUST WEBSITE AT: <http://www.ashfordstpeters.org.uk/employment>. ALL OTHER TRUST POLICIES CAN BE ACCESSED EXTERNALLY VIA: <http://www.ashfordstpeters.org.uk/organisational>

COMMUNICATION AND CONFIDENTIALITY (INFORMATION GOVERNANCE)

You must communicate clearly by actively listening and responding to what people are saying:

- a) check information from other people and check its accuracy
- b) establish any help people require and act on this appropriately
- c) ensure confidentiality at all times

Employees of the Trust must not without prior permission disclose any information regarding patients or staff obtained during the course of employment except to authorised bodies or individuals acting in an official capacity. The Data Protection Act may render an individual liable for prosecution in the event of unauthorised disclosure of information. See Confidentiality Policy <http://trustnet/documents/menu113.htm> and Information Governance Policy <http://trustnet/documents/menu1107.htm>

All employees must be aware of their responsibilities under the Freedom of Information Act 2000. See Trust Freedom of Information Policy at http://www.ashfordstpeters.org.uk/attachments/799_Freedom%20of%20Information%20Policy.pdf

Employees who use a computer, must abide by the terms of the Trust's Information and Technology Policies at: <http://trustnet/documents/menu11.htm>

DEVELOPMENT, MODERNISATION AND CHANGE

The Department of Health, the Trust, and Directorate/Departments have targets to achieve in respect of service delivery and improving and progressing patient care. We ask that you are aware of these targets and contribute and work to achieve them.

All staff are to be familiar with the Trust's policies and procedures, which are available on the Trust Intranet <http://trustnet/documents/menu.html> or externally via <http://www.ashfordstpeters.org.uk/organisational>

This job description is an outline of the role and responsibilities. From time to time due to the needs of the service, we may ask you to undertake other duties that are consistent with your role / band. Details and emphasis of your role may change but this would be in consultation with you and in line with the needs of your work area.

INCLUSION DIVERSITY AND RIGHTS

All staff have a duty promote people's equality, diversity and rights, and treat others with respect and dignity and to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristics and persons who do not share

The Trust is unreservedly opposed to any form of discrimination being practiced against its employees whether on the grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

The Trust Annual Equality and Diversity report and information is available on the Trust Intranet site:

<http://www.asph.nhs.uk/annual-equality-and-diversity-report>

MONITORING AND MAINTAINING GOOD HEALTH AND SAFETY

The safety of patients, staff and visitors is paramount. All staff have a duty to recognise safety as a fundamental element of their role and to comply with Trust policies, procedures, protocols and guidelines related to safety and well- being.

Under the Health and Safety at Work Act 1974, all employees have a duty:

- a) to take reasonable care of ourselves and others at work
- b) to co-operate in meeting the requirements of the law
- c) not intentionally or recklessly interfere with or misuse anything provided in the interests of health safety or welfare

You are required to familiarise yourself with the details of the Trust's Health and Safety Policies posted on the Intranet at <http://trustnet/documents/menu3.htm> .A department policy which will cover your usual place of work is available through your head of department. There are a number of health and safety training sessions which will be mandatory for you to attend depending on your type of work.

MANDATORY TRAINING

All staff have a responsibility to ensure that they are up to date on essential knowledge and skills related to their sphere of work. Some areas of training are common to all staff, such as Health & Safety, Safeguarding and Information Governance. Staff must ensure that they attend Mandatory Training sessions as required.

NHS CONSTITUTION

The NHS commits:

- To provide all staff with clear roles and responsibilities and rewarding jobs for teams and individuals that make a difference to patients, their families and carers and communities.
- To provide all staff with personal development, access to appropriate training for their jobs and line management support to succeed.
- To provide support and opportunities for staff to maintain their health, well-being and safety.
- To engage staff in decisions that affect them and the services they provide, individually, through representative organisations and through local partnership working arrangements. All staff will be empowered to put forward ways to deliver better and safer services for patients and their families.

Staff responsibilities:

- **You have a duty** to accept professional accountability and maintain the standards of professional practice as set by the appropriate regulatory body applicable to your profession or role.
- **You have a duty** to take reasonable care of health and safety at work for you, your team and others, and to co-operate with employers to ensure compliance with health and safety requirements.
- **You have a duty** to act in accordance with the express and implied terms of your contract of employment.
- **You have a duty** not to discriminate against patients or staff and to adhere to equal opportunities and equality and human rights legislation.
- **You have a duty** to protect the confidentiality of personal information that you hold unless to do so would put anyone at risk of significant harm.
- **You have a duty** to be honest and truthful in applying for a job and in carrying out that job.

Details at: <http://www.dh.gov.uk/en/Healthcare/NHSConstitution>

QUALITY AND RISK MANAGEMENT

The Trust, as a public organisation is committed to acting with honesty, with integrity and in an open way. We are working together to achieve the highest levels of compliance with risk management via the NHS Litigation Authority (NHS LA) and Clinical Negligence Scheme for Trusts (CNST) for maternity services. You are expected to become familiar with these standards as they relate to your work and further details are available from your manager.

You must ensure your actions help to maintain quality and reduce risk. This involves accepting individual responsibility for meeting required standards, and for following quality and safety processes and procedures. These include national requirements set out by the Healthcare Commission, Trust policies, the Trust's Standards for Practice and Care, local Codes of Practice and local service or departmental standards. (<http://trustnet/documents/Standards%20for%20Practice%20and%20Care.doc>)

It is expected that you understand and comply with current emergency resuscitation techniques (where appropriate), infection control procedures, and fire regulation procedures.

- Risk & health & safety policies are available at <http://trustnet/documents/menu3.htm>;
- Patient care policies are available at <http://trustnet/documentss/menu8.htm>;
- Fire policy is available at <http://trustnet.asph.nhs.uk/documents/document306.htm>;
- Control of infection policies is available at <http://trustnet/documents/menu7.htm>.
- All other relevant policies can be found at <http://trustnet/documents/menu.html>

WHISTLE-BLOWING (FREEDOM TO SPEAK UP)

All employees working in the NHS have a contractual right, and a responsibility, to raise genuine concerns they have with their employer about malpractice, patient safety, financial impropriety or any other serious risks they consider to be in the public interest. Details of when and how concerns may properly be raised within or outside the Trust are available in the Trust's Whistle-blowing Policy which you can access on the intranet at: [http://www.ashfordstpeters.org.uk/attachments/1276 Whistle%20Blowing%20Policy.pdf](http://www.ashfordstpeters.org.uk/attachments/1276%20Whistle%20Blowing%20Policy.pdf)

The Trust's policy on whistle-blowing enables everyone to raise any concerns they have about any malpractice at an early stage and in the right way.

The Trust welcomes your genuine concerns and is committed to dealing responsibly, openly and professionally with them. It is only with the help of our staff that the Trust can deliver a safe service and protect the interests of patients and staff. If you are worried, we would rather you raised the matter when it is just a concern, rather than wait for proof.

We hope that you will be able to raise concerns with your manager or Head of Service. However, we recognise that this may be difficult at times and the policy enables you to raise a matter directly with the Trust Freedom to Speak Up Guardian and the designated Non-Executive Director. But you can approach any member of the Trust Board.

Your concerns will be taken seriously and investigated. We also give you a guarantee that if you raise concerns responsibly, we will endeavour to protect you against victimisation.

Further information is available on the Trust Intranet at: <http://trustnet/departments/speakup/>


REQUIREMENT FOR FLEXIBILITY IN AN EMERGENCY SITUATION

In the event that the Trust is affected by an emergency situation (including but not limited to a flu pandemic or a pandemic of any other disease or illness), whether relating to its staff and/or patients, you agree that the Trust may require you to:

- (a) Carry out additional and/or alternative duties to those contained in your job description; and/or
- (b) Without prejudice to the other terms of your employment, perform duties (including any additional and/or alternative duties as mentioned above) at any other location where NHS services are provided

SAFEGUARDING

All Trust employees have a responsibility to take appropriate action if they believe that a child or vulnerable adult is in need of services or in need of protection and they must be committed to



safeguarding and promoting the welfare of children, young people and vulnerable adults. Everyone is responsible for accessing the relevant level of training and following the Trusts local and SSCB's Child Protection and Safeguarding procedures.

Information on Child Protection is available at:

http://www.ashfordstpeters.org.uk/attachments/1247_Child%20Protection%20Safeguarding%20Policy.pdf

and

<http://trustnet/docsdata/paed/index20.htm>

Information on the Abuse or Suspected Abuse of Vulnerable Adults is at:

http://www.ashfordstpeters.org.uk/attachments/723_Abuse%20or%20suspected%20abuse%20of%20vulnerable%20adults.pdf

The Trust complies with the requirements of the Disclosure and Barring Service (DBS) and the requirement to report safeguarding issues to the Disclosure and Barring Service. All staff required to have a DBS disclosure for their post will undergo a recheck every three years. Employees must cooperate with the renewal process and submit their DBS applications promptly when requested.

October 2018