

NURSE CLINICIAN PAIN MANAGEMENT

Summary of the Position

The nurse clinician has advanced skills in pain management, patient education, staff education and program development. The nurse clinician in pain management works collaboratively and in consultation with the department of Anesthesia to coordinate the provision and delivery of pain management care to patients consulted or referred to the pain program/service.

Key responsibilities

1. Clinical role

- Provides comprehensive assessment and management for patients who are consulted to the pain program/service.
- Performs daily patient rounds, evaluates pain management therapies and identifies actual and potential side effects related to therapy.
- Acts as a role model by performing thorough pain assessments, documenting pain assessments, interventions and outcomes.
- Collaborates with anesthesia in making clinical recommendations to optimize the provision of pain care.
- Acts as a resource for patients, families, staff and students in relation to pain management.

2. Education

- Assesses educational needs of staff and patients and develops strategies to meet identified needs.
- Develops, delivers and evaluates educational pain programs to staff.
- Disseminates and facilitates the implementation of recent innovations and research findings relevant to nursing practice and pain management.
- Develops relevant patient education material.
- Delivers educational pain information and teaching to patients and families as required.

3. Program development

- Develops, implements and evaluates policies and procedures related to the assessment, management and education of patients experiencing pain.
- Participates in committee and task force work within the institution as they relate to pain management issues.
- Participates in the evaluation of new pain related products, equipment and techniques.
- Responsible to participate in pain quality improvement projects, data analysis and reports.
- Reports all patient and staff incidents and potential risk situations, takes action where possible and contributes to quality improvement initiatives.

Key relationships

Reporting relationships

- Pain management program director
- Nursing management / administration

Working relationships

- anesthesia pain team
- Nursing department

Qualifications

Educational preparation

- Baccalaureate Degree in Nursing
- Advanced preparation in pain management an asset
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Experience

- Minimum two years full-time clinical nursing experience
- Experience with teaching and/or mentoring staff an asset
- Demonstrated ability to develop, deliver and evaluate policies and procedures.

Other attributes

- Self directed with ability to adapt to the diverse aspects of the role.
- Ability to set priorities and effectively organize, plan and deliver pain management educational initiatives and other activities.

ADVANCED NURSING PRACTICE

Advanced Nursing Practice is an umbrella term used to describe an advanced level of clinical practice that maximizes the use of graduate educational preparation, in-depth nursing knowledge and expertise in meeting the health needs of individuals, families, groups, communities and populations. The current advanced nursing practice roles in Canada are the Clinical Nurse Specialist and the Nurse Practitioner, (Canadian Nurses Association, 2008). These Advanced Nursing Practice roles include the following domains of practice: expert clinical practice, education, research, leadership and collaboration. The percentage of time spent in each domain of practice will vary depending on the role. The Nurse Practitioner's scope of practice includes additional responsibilities and may require additional educational and regulatory authority in some provinces.

The roles of the Clinical Nurse Specialist and Nurse Practitioner in pain management are outlined below.

CLINICAL NURSE SPECIALIST (CNS)

Summary of the Position

The CNS in pain management will provide comprehensive, specialized and an advanced level of nursing care for patients and their families in the clinical specialty of pain management. The CNS provides a leading role in the development of clinical guidelines, promotes the use of evidence, provides expert support and consultation, and facilitates system change, (Association of Registered Nurses of Newfoundland and Labrador, 2007).

Key responsibilities

1. Clinical role

- Provides pain management consultation as need is identified.
- Performs and documents a comprehensive history and in depth health assessment.
- Integrates theory, current research and evidence from nursing and allied healthcare professionals, to identify and articulate the rationale for selecting pain interventions.
- Performs patient rounds, evaluates patient needs and makes recommendations for treatment.
- The CNS co-ordinates and ensures continuity of care for clients and their families requiring pain management.
- Demonstrates collaborative practice as an integral part of the interprofessional team.
- Monitors, evaluates and documents outcomes of decisions and interventions.

2. Educator

- Provides educational programs focused in specialized knowledge and skills related to pain management.
- Creates clinical guidelines and educates staff regarding these and acts as resource for related issues and problem solving.

3. Research

- Possesses knowledge of theoretical frameworks and research application
- Maintains leading edge nursing knowledge base through clinical research and literature analysis.
- Integrates evidence into all aspects of clinical practice and contributes to the dissemination of nursing knowledge through presentation/publication.
- Participates in quality improvement initiatives and monitoring of outcome indicators.

4. Leadership

- Utilizes expert consulting skills with nurses and other professionals in various clinical settings to directly and indirectly influence patient/client care.
- Participates in program development and evaluation.

5. Collaboration

- Works collaboratively with the interprofessional team functioning as a nursing practice leader, consultant, expert practitioner, educator and researcher within the specialty of pain management.
- Works collaboratively with patient/family, nursing colleagues, anesthesia, surgeons/physicians and the allied health team to provide advanced nursing practice through physical and psycho-social assessments, development and implementation of comprehensive care plans and evaluation of patient outcomes.
- Maintains links with academic institutions by collaborative projects and cross appointment.

Key relationships

Reporting relationships:

- Pain Program Leader
- Nursing Executive

Working relationships:

- Chief of Anesthesia and anesthesia pain team
- Department of Nursing

Qualifications

Educational preparation:

- Minimum, Master of Nursing degree
- Advanced preparation in pain management an asset

Experience:

- Minimum two years of full-time clinical nursing experience
- Experience with teaching and/or mentoring an asset
- Experience in initiation and/or application / utilization of research an asset

Other attributes

- Leadership skills
- Critical thinking and problem solving skills
- Change management skills
- Ability to function effectively as a member of a multidisciplinary team
- Excellent verbal / written communication skills, including conflict resolution skills
- Self directed, capable of working with minimal supervision
- Excellent organizational skills

NURSE PRACTITIONER (NP)

Summary of the Position

An advanced practice nurse focused on providing direct care to manage the pain management needs of individuals, families, groups and communities while integrating elements such as diagnosing, treating health problems, ordering and interpreting diagnostic tests, prescribing pharmaceuticals, and performing specific tasks within their legislated scope of practice, (Canadian Nurses Association, 2006).

Key responsibilities

1. Clinical role

- Provides direct clinical care to patients who are referred to the pain program.
- Performs patient rounds and evaluates the patient's needs in collaboration with nurses and other health team members.
- Performs and documents a comprehensive history and in depth health assessment including physical exam, review of diagnostic data and diagnosis for type of pain.
- Orders and interpret tests, orders interventions (including prescribing of medications as per legislative authority) and initiates, manages, and discontinues pain modalities.
- Integrates theory, current research and evidence from nursing and allied healthcare, to identify and articulate the rationale for selecting pain interventions.
- Ensures continuity of care for pain patients and their families as they transition across the continuum of health care services
- Demonstrates collaborative practice as an integral part of the interprofessional team.
- Monitors, evaluates and documents outcomes of decisions and interventions.

2. Educator

- Provides educational programs focused in specialized knowledge and skills related to pain management.

- Creates clinical guidelines and educates staff regarding these and acts as resource for related issues and problem solving.
- Develops pain program educational resources for nurses and other allied health professionals
- Mentors nursing, medical and other health professional students in the specialty of pain management as required.

3. Research

- Possesses knowledge of theoretical frameworks and research application.
- Maintains leading edge nursing knowledge base through clinical research and literature analysis.
- Integrates evidence into all aspects of clinical practice and contributes to the dissemination of nursing knowledge through presentations/publications.
- Conducts clinical investigations and participates in investigations to monitor and improve patient care practices.
- Facilitates the development of researchable questions in clinical practice.
- Participates in quality improvement initiatives and monitoring of outcome indicators.

4. Leadership

- Demonstrates leadership in utilizing best practices in the clinical setting.
- Utilizes expert consulting skills with nurses and other professionals in various clinical settings to directly and indirectly influence patient/client care.
- Actively participates in pain program development and evaluation.
- Provides pain management leadership on committees and task forces at all levels of the organization.
- Recommends policy changes based on research outcomes or evidence based practice.
- Disseminates pain knowledge through presentations or publications at local, provincial and national level.

5. Collaboration

- Works collaboratively with the interprofessional team functioning as a nursing practice leader, consultant, expert practitioner, educator and researcher within the specialty of pain management.
- Networks with other pain services at the local, provincial, national and international level.
- Maintains links with academic institutions by collaborative projects and cross appointment.

Key relationships

Reporting relationships:

- Pain Program Leader
- Nursing Executive

Working relationships:

- Chief of Anesthesia and anesthesia pain team
- Department of Nursing

Qualifications

Educational preparation

- Minimum, Master of Nursing Degree with a Nurse Practitioner component or recognized equivalent graduate program with courses in advanced nursing practice.
- Advanced preparation in pain management an asset.

Experience

- Minimum of two years full-time clinical nursing experience required.
- Must have demonstrated clinical leadership.
- Experience working in an advanced practice role an asset
- Research skills an asset

Other attributes

- Highly developed organizational and communicational skills
- Critical thinking and problem solving skills
- Works as a change agent
- Self directed, capable of working autonomously within a collaborative practice agreement
- ACLS an asset
- Must be eligible for cross appointment to an academic institution.