

Position Title:	Clinical Nurse Consultant – Pain Management
Campus:	Ballarat
Directorate:	Operations
Department:	Clinical Anaesthesia & Pain
Reporting to:	Director of Anaesthesia / Executive Director, Acute Operations
Direct Reports:	NIL

Appointment Terms/Conditions:

Classification and Code: Clinical Nurse Consultant A - B

Enterprise Agreement: Nurses & Midwives (Victorian Public Health Sector Single Interest Employers) Enterprise Agreement

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021. Drawing on a regional history of over 150 years, we provide service to over 250,000 Victorians, operate across 21 campuses and sites, and employ more than 7,000 dedicated professionals. Our values reinforce our commitment to providing high-quality, accessible healthcare services close to home. Our mission is to serve the communities of the Grampians region with comprehensive care, ensuring every individual receives the attention they deserve. For more information, visit www.grampianshealth.org.au.

Collaboration <i>We are stronger together.</i>	Compassion <i>We show that we care.</i>	Accountability <i>We do what we say and say what we do.</i>	Respect <i>We appreciate and value all people.</i>	Innovation <i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

POSITION PURPOSE

The Pain Nurse CNC A/B Grade 5 is predominantly a supportive role to the CNC APS coordinator and innovations role of best practice pain management predominately acute pain in line with industry and Australian relevant standards.

- Is a key member of the Pain Service (PS) which exists within the Department of Anaesthesia and Perioperative Medicine.
- Ensures that all patients being managed by the PS, including paediatrics, receive the optimal level of care with respect to acute pain relief.
- Is responsible for ensuring that education to Staff in relation to pain is continuously updated and that evidence-based practice is adopted.
- Supports nursing staff in providing and promoting quality care for patients throughout Grampian health Ballarat.

This position is responsible for:

- The Pain Nurse will work with the anaesthetic staff to ensure the highest level of patient care, attending the morning 'pain round' and obstetric neuraxial reviews, maintaining the database of all patients being managed by the Acute Pain Service and developing and upgrading policies and procedures for pain management.
- Collaborate and/ or co-ordinate the Acute Pain Service (APS) daily review of current in-patients referred to APS for specialised analgesic technique management, medication optimisation and patient pain consultation at Grampians Health Ballarat.
- Collaborate and/ or Co-ordinate the Acute Pain Service for obstetric in-patient review following anaesthetic management
- The Pain Nurse provides an expert clinical resource, encompassing clinical service provision and clinical leadership.
- Provide a clinical leadership role in the delivery of pain management to inpatients (surgical and medical, adult and pediatric) at Grampians Health Ballarat.
- The role supports and contributes to the creation, updating, innovation and conduction of bench marked accreditation of nursing staff in the management of modalities such as specialised programmable analgesic device for regional and intravenous delivery with or without a patient-controlled delivery system.
- Provide education and updates on the clinical speciality to Grampians Health Ballarat and potentially to regional staff
- Involvement in the development of clinical practice policies and protocols to support safe and effective best practice pain management.
- Standardize analgesic equipment.
- Monitor and audit specialized analgesic techniques.

The Position Description should be read in conjunction with the generic Clinical Nurse Consultant Grade 5 (Nursing and Midwifery Acute OPOI and Sub-acute) Position Statement. The Position Description Appendix A provides detail and key accountabilities specific to this position.

KEY ACCOUNTABILITIES

- Coordinate and provide pain management clinical support thru consultation with nursing, other health care team members and consumers.
- Documentation in the patient's medical record, communicates Acute Pain Service assessment and analgesic plan to other multidisciplinary team members.
- Audit analgesic techniques, adverse effects or issues that occur while patients are under the care of the Acute Pain Service. Disseminate results.
- Identify and assist to address clinical risk thru the analysis of Riskman reports and education of staff.
- Maintain current, the policies and protocols within the specialty.
- Provide an education framework to aid compliance with the organisation requirement for programmable analgesic devices both intravenous and regional /epidural management. Facilitate organizational database registration of their record of attainment is entered into a database.
- Provide other pain management associated education.

- Recommend and participate in the evaluation of new equipment or products to ensure they provide the elements necessary to support the Acute Pain Service.
- Maintain clinical expertise through attendance and participation in relevant courses, conferences, seminars, and educational opportunities.

KEY SELECTION CRITERIA

Essential Attributes

- Be eligible for registration as a Registered Nurse Division 1 with the Australian Health Practitioner Regulation Agency (AHPRA) and hold a current Practicing Certificate.
- A minimum of 5-year paid experience as a Registered Nurse Division 1 in a relevant specialty within an Australian Hospital Setting
- Demonstrates clinical experience and interest in pain management.
- Demonstrates leadership and management skills.
- Certificate IV in training and assessment or similar teaching training qualification
- Demonstrates self-motivation and ability to work autonomously.

Desirable

- Post registration qualification in relevant area of specialty or working towards same
- Professional membership to the Australian Pain Society or similar professional organization.
- Research, data collection, analysis, and report preparation skills.

Clinical Experience

- Specialist clinical experience in the field and a demonstrated ability to deliver responsive, evidence-based care desirable.
- Current competency in both regional and intravenous programmable analgesic device management
- Proven leader that engages staff in the provision of outstanding health care
- Excellent interpersonal, organisational, and clinical skills

Knowledge, Skills, and Behaviours

- Experienced self-motivated senior nurse able to work autonomously and within a team environment.
- Must possess excellent communication skills, written and verbal.
- Must be computer literate, able to access and utilise all Grampian Health Ballarat IT systems which are relevant to completion of duties.
- Knowledge of current clinical issues and challenges in acute pain nursing
- High level time management, problem solving skills and ability to prioritise workload and work to deadlines in a complex environment.
- Assertive patient advocate, approachable, flexible, conscientious reliable and excellent team working skills.
- Embraces Grampian Health Ballarat values in all aspects of the role and professional conduct.

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for

continuous improvement in your workplace through communication and consultation with managers and colleague.

- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary a NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.