

Job Title:	Pain Medications Prescriber/Pharmacist
Reports to (job title):	Operationally: - Service Manager Clinically: - Clinical Service Lead
Line Manager to:	N/A

## Job purpose

To provide expert assessment and advice regarding appropriate prescription of pain medications to a complex and diverse range of patients within the pain management service of the musculoskeletal specialty, using advanced decision-making and clinical reasoning skills in medications prescription.

To work alongside a range of other long term pain specialists, to include a pain specialist physiotherapist, a clinical psychologist and a CBT therapist.

## Key responsibilities

This list is intended to summarise the key responsibilities and is not intended to cover every task that may be required of the role: -

- To undertake a specialised assessment of complex patients presenting with pain conditions to independently determine the most appropriate pain medications for pain medications within the pain management service, through clinical assessment. This will mainly be patients with musculoskeletal pain but may include patients with non-musculoskeletal pain following appropriate investigation to rule out any other cause.
- To review patient's pain medication use, and ensure this is altered or reduced as appropriate, in line with most recent evidence based guidelines and best practice.
- Contribute to the education of the other healthcare professionals and GPs in the medications management of long term pain conditions.
- To contribute to multidisciplinary audit research and evaluation of the clinical effectiveness and evidence base for the management of long term pain conditions where necessary.
- To provide highly skilled assessments and plans. To initiate and evaluate appropriate individual patient care programs in written and verbal format.
- To determine the future clinical pathway of patients referred into the pain management service in discussion with other pain management specialist colleagues.
- To undertake direct prescription and administration of prescription only medication (POM) in order to manage patients medication needs, and to encourage reduction of reliance on medication.
- To efficiently communicate, negotiate appropriate solutions to potentially complex problems and

provide clear balanced explanations to patient's carers and other professionals e.g. GPs, consultants, other health professional and social care.

- To provide clinical leadership and support to other professional staff who seek advice.
- To assess, interpret information and identify problems, which may be complex, in partnership with patient, carer and/or other health and social care agencies.
- To determine and agree realistic outcomes with patients to achieve an anticipated outcome of treatment in written and verbal formats.
- To provide advice, teaching and instruction to relatives, carers and other health professionals.
- Assess patient understanding of assessment / treatment proposals, gain valid consent and have the capacity to work within the legal framework with patients who lack the capacity to consent to treatment.
- To manage clinical and non-clinical risk within own scope of practice, including summoning help in emergency situations.
- To work in clinical settings as an independent practitioner without immediate support of colleagues.
- To be responsible and accountable for the actions and quality of own work and those staff whose responsibility is delegated to you. This will include the use of formal appraisal.
- To be responsible and accountable for maintaining accurate and comprehensive patient treatment records in line with professional, CCG and legal requirements. Likewise, monitoring those staff delegated to you.
- To utilise critically evaluated research, evidence based practice and recognised best practice in order to establish the most appropriate methods of effective patient management.
- To contribute to the supervision and education of colleagues and physiotherapists, GPs and other medical staff on medications management skills and knowledge within the MSK field.
- To undertake the measurement and evaluation of own work and current working practices through the use of evidence based practice projects, audit and outcome measures. Make recommendations for changes to develop and improve the service.
- To develop and improve service guidelines, care protocols and guidelines for the delivery of the pain management service and patients managed within service with other pain specialist colleagues.
- To demonstrate up to date and highly developed skills and specialist knowledge and continued improvement by:
- Identifying own/others strengths and weaknesses, opportunities and threats to effective clinical practice
- Taking responsibility for own continuing professional development
- To undertake independent academic and practical self-study and understand, analyse and evaluate such study into every day practice
- To participate on HCRG Care Group Services Ltd appraisal as the appraisee and appraiser.
- To be an active member of the in service training programme by attendance and delivering presentations and training sessions at team meetings, tutorials, training sessions in house and by attending external course requiring advanced decision making and clinical reasoning skills.

- To comply with the organisational and national policies and procedures relating to pain management practice and to be involved in the reviewing and updating of these where possible.
- To demonstrate a sound understanding of clinical governance and risk management and their application to the work situation.
- To contribute to the provision of accurate and timely activity data and abide by the standards and procedures of HCRG Care Group Services Ltd and where necessary the PCTs.
- In collaboration with the team, develop new clinical policies and guidelines.
- To understand the philosophy of rehabilitation
- To undertake individual rehabilitation programmes of care with the patient.
- To act courteously and professionally towards patients and colleagues.
- Ability to communicate effectively
- To be able to report/act on accurately, clearly and effectively care undertaken/prescribed in line with Service policies and guidelines
- Provide holistic care respecting patient's rights and individuality
- To be able to work independently and as part of a team
- To have knowledge and understanding of the application to practice of the fundamental aspects of therapy.
- To have knowledge and awareness of infection control policies and procedures

## Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

### Care

- Inspire

### Think

- Challenge

### Do

- Accountability

- Understand
- Communicate

- Improve
- Learn

- Involve
- Resilience

## Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice, NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

## Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

## Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care

by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

## Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

## Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

## Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

## Medicines Management Responsibility

### Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

### Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

## Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

## General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a “non-smoking” policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

## Equal Opportunities

It is the company’s intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

## Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

## Personal Specification

### Essential

- Appropriate recognised qualification in medicines prescription
- Educated to degree level within the field of nursing / pharmacy / General practitioner
- Working within Key Performance Indicators (KPIs) and Service Level Agreements (SLAs)
- Risk Management processes
- Microsoft Office
- Ability to demonstrate a highly skilled knowledge, understanding and ability to apply new research evidence and established theory into clinical practice.
- An understanding of how beliefs, values, emotions, culture, social environments and other conditions affect models of intervention and patient participation.
- Knowledge of health, healthcare and social service agencies related to specialties of pain management.
- Excellent communication, interpersonal skills both verbally and in writing
- Demonstrates empathy at all times
- Well organised
- An excellent “people person”
- Good negotiation skills

### Desirable

- Preparation and maintenance of audit systems
- Management in a healthcare setting
- Patient Engagement
- Knowledge of NHS frameworks, policies and practices
- Patient record systems / choose and book
- Travel requirements to all sites within this service and infrequently there may be the requirement to travel to other HCRG Care Group Services Ltd sites.

Employee signature

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Manager signature

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