

UW HEALTH JOB DESCRIPTION

Nurse Specialist

Job Code: 800029

FLSA Status: Exempt

Mgt. Approval: S. Berns Date: 6-16

HR Approval: R. Temple Date: 6-16

JOB SUMMARY

The Nurse Specialist, Pain Management is a master's or doctorally prepared registered nurse who has a high degree of expertise in the nursing care and management of patients with pain, including acute postoperative/traumatic pain, chronic non-cancer and cancer related pain conditions. The Nurse Specialist provides direct and indirect care with patients and families across the age continuum and assumes a major responsibility for assuring continuity of patient/family care between the ambulatory pain center, inpatient units, ambulatory settings, and the community. The Nurse Specialist plans, implements, and evaluates clinical programs to advance patient/family care and nursing practice in the area of pain management, with a special focus on the adult/geriatric population.

Responsibilities include collaboration with physician and nursing leaders as well as other care providers to ensure well-coordinated, interdisciplinary programs of care. The Nurse Specialist analyzes nursing care practices and evaluates patient outcomes to ensure practice standards and clinical programming to meet identified patient outcomes. The Nurse Specialist analyzes clinical variances and establishes nursing practice standards consistent with evidence-based practices. Responsibilities include collaborative leadership of the Interdisciplinary Adult Pain Patient Care Team and Inpatient Pain Consultation Service (IPCS), program development, quality assessment and improvement, and education. The Nurse Specialist provides ongoing program support through active communication, education, and consultation of hospital staff. Active support and participation in research are expected. The Nurse Specialist works with Administrative, Nursing, Physician, and University Faculty to assure quality patient/family care and to promote education and research. Based on current concepts, this practitioner is responsible for developing, implementing and evaluates standards of care and/or protocols that result in changes to improve patient care, practice and/or systems. Contributions are made to the nursing profession through consultation, presentation and/or publication. This Nurse Specialist position works in collaborative partnership with other Pain Management Nurse Specialist(s). Work is performed independently with administrative direction and review from the Director, Nursing Practice Innovation.

MAJOR RESPONSIBILITIES

The incumbent performs the following **job responsibilities**:

I. Expert Clinician

- A. Provides expert nursing care in an expanded role to patients/families with pain.
 - 1) Directs and coordinates the Inpatient Pain Management Consultation Service, providing consultation to nursing, pharmacy, medical staff, and others in inpatient units and ambulatory settings to develop, implement, and evaluate a comprehensive plan of care including a discharge plan, for patients with complex pain problems to achieve desired patient outcomes.
- B. Ensures the delivery of high quality pain management to patients and families.
 - 1) Develops and operationalizes a philosophy of pain management for patients and families.
 - 2) Demonstrates in-depth knowledge and skills regarding pain management nursing practice.
 - 3) Consults with staff concerning patient care issues. Evaluates practice and ensures clinical care reflects up-to-date clinical practices and integration of practice standards as appropriate.
 - 4) Establishes collaborative relationships with physician staff and other members of the health care team for effective interdisciplinary care.
 - 5) Role models leadership behaviors that demonstrate specific professional values and commitment to advance practice.
 - 6) Participates in the development of and evaluates the outcomes of educational programs for patients/families.
- C. Evaluates current pain management nursing practices in relation to expected standards across the continuum of care.
 - 1) Collaborates with clinical department directors, nurse managers, case managers, physicians and other key staff in overall program evaluation. Identifies key benchmarks for use in evaluation.
 - 2) Initiates and directs planning related to program development including the identification of program objectives, expected outcomes, resource requirements and evaluation strategies.
 - 3) Contributes to the design and conduct of pain management evidence-based practice and quality improvement activities related to the care of patients and their families.
- D. Possesses knowledge and skills necessary to meet the developmental/age-specific needs of patients. Incorporates expertise in clinical practice.
 - 1) Possesses knowledge of the principles of growth and development.
 - 2) Demonstrates the ability to assess data reflective of the patient's status in relation to developmental level across

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the lifespan.

II. Leadership

- A. Develops an overall pain program to meet the needs of patients/families and staff in collaboration with other Pain Management Nurse Specialist(s).
 - 1) Provides leadership for ongoing development and monitoring of the pain management program at UW Health.
 - 2) Provides leadership for the interdisciplinary Pain Patient Care Team.
 - 3) Coordinates the Pain Resource Nurse program.
 - 4) Develops written policies and procedures and practice protocols pertinent to the patient care program.
 - 5) Evaluates/implements new technologies relevant to patient/family care. Evaluates impact on cost and quality outcomes.
 - 6) Identifies program development needs and collaborates with Medical Director of the Pain Center, nurses, other physicians, and administrators to systematically plan, budget, operationalize and evaluate new or restructured programs/services.
 - 7) Provides periodic cost analysis of pain management at UW Health. Secures appropriate benchmark data.
 - 8) Participates on Nursing Department, Hospital and Medical Board Committees and provides leadership to committee work as requested.
- B. Acts as a clinical resource/expert to staff.
 - 1) Establishes collaborative relationships with medical staff and other health professionals for effective interdisciplinary care of patients within the hospital, ambulatory, and community settings.
 - 2) Works collaboratively with nursing peers to improve patient care and advance nursing practice.
 - 3) Maintains communication and serves as a clinical expert and liaison across inpatient, ambulatory, and community settings.

III. Research and Evidence-Based Practice

- A. Advances the nursing profession through the development of expertise, participation in research and dissemination of knowledge and information.
 - 1) Participates in developing and implementing research protocols as approved by the Department of Nursing and the UW Health and/or University of Wisconsin.
 - 2) Collaborates with the Pain Center and Palliative Care interdisciplinary teams in research regarding patient care.
- B. Initiates, replicates and applies findings from research.
 - 1) Incorporates current research findings into clinical nursing practice and teaching.
 - 2) Generates and evaluates revised or new techniques of assessment and/or patient intervention from research studies.
 - 3) Generates ideas for research incorporating nursing staff into the research process as appropriate, including data collection, analysis and presentation of findings.
 - 4) Encourages innovative approaches to patient care by supporting evidence-based practice and ideas. Works with staff in developing, implementing, and evaluating novel strategies.

IV. Education

- A. Ensures a well-coordinated program is in place for educating staff.
 - 1) Establishes innovative and ongoing avenues for orientation and continuing education of pain management for UW Health staff.
 - 2) Ensures interdisciplinary awareness of The Joint Commission's pain assessment and management standards to facilitate UW Health's ongoing compliance with these requirements and those of other appropriate agencies.
 - 3) Provides consultative services to health team members and the community; markets pain management services, consultative services, and educational services within the hospital and the community.
 - 4) Participates in the orientation of new staff, instructing nursing staff and house staff as appropriate.
- B. Provides guidance to others on pain management education.
 - 1) Serves as an adjunct faculty to the UW School of Nursing and other academic nursing and allied health programs.
 - 2) Suggests curriculum changes to the School of Nursing that reflect changes in current nursing practice.

V. Professional Development/Effectiveness

- A. Evaluates own professional practice to maintain self and pain program at a high level.
 - 1) Identifies professional strengths and areas for growth and demonstrates professional development through formal and informal learning experiences.
 - 2) Maintains knowledge of current trends and practices in nursing and health care through networking and other resources.

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- 3) Participates in professional organizations in areas of specialization and interest.
- 4) Advances the practice of nursing through publications and/or presentations.
- 5) Serves as a mentor to staff, assisting them in professional self-development activities.

ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.

JOB REQUIREMENTS

Education	Minimum	BSN and enrolled or accepted into a MSN or DNP program
	Preferred	
Work Experience	Minimum	Three (3) years of recent relevant experience with pain management. Experience in program development and coordination within a complex organization.
	Preferred	Five (5) years of advanced practice nursing experience. Experience in the Nurse Specialist role.
Licenses & Certifications	Minimum	RN, Licensed in State of Wisconsin. CPR certification.
	Preferred	Appropriate certification upon hire or within one (1) year of hire.
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> Evidence of expertise in quality improvement and evidence-based practice Evidence of expertise in developing patient and staff education materials as well as in providing education to individuals and groups. Excellent interpersonal communication, problem solving, and conflict resolution skills. Evidence of ability to function with a high degree of independence while actively collaborating with health care members providing care for highly complex patients.

AGE SPECIFIC COMPETENCY (Clinical jobs only)

Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.

Instructions: Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,

<input checked="" type="checkbox"/>	Infants (Birth – 11 months)	<input checked="" type="checkbox"/>	Adolescent (13 – 19 years)
<input checked="" type="checkbox"/>	Toddlers (1 – 3 years)	<input checked="" type="checkbox"/>	Young Adult (20 – 40 years)
<input checked="" type="checkbox"/>	Preschool (4 – 5 years)	<input checked="" type="checkbox"/>	Middle Adult (41 – 65 years)
<input checked="" type="checkbox"/>	School Age (6 – 12 years)	<input checked="" type="checkbox"/>	Older Adult (Over 65 years)

JOB FUNCTION

Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.

PHYSICAL REQUIREMENTS

Indicate the appropriate physical requirements of this job in the course of a shift. *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

Physical Demand Level		Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
	Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as dockets, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.	Up to 10#	Negligible	Negligible
<input checked="" type="checkbox"/>	Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	Up to 20#	Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	Negligible or constant push/pull of items of negligible weight
	Medium: Ability to lift up to 50 pounds maximum with frequent lifting/and or carrying objects weighing up to 25 pounds.	20-50#	10-25#	Negligible-10#
	Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	50-100#	25-50#	10-20#
	Very Heavy: Ability to lift over 100 pounds with frequent	Over 100#	Over 50#	Over 20#

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	lifting and/or carrying objects weighing over 50 pounds.			
List any other physical requirements or bona fide occupational qualifications:				