

## Job Title: Pain Consultant AHP & Strategic Lead

**Department:** Pain Management

**Division:** Scheduled Care

**Reports to:** Clinical Director Pain Services

**JE Ref:** HCS1122

**Grade:** CS14

**JE Date:** 05/07/2022

*Give a brief overview of the aim of the job, its level of authority / autonomy, its context in the department and wider organisation and the contribution it makes to the States' strategic goals.*

*It is helpful to construct the sentences/paragraph in terms of what is done, for what purpose and outcome, and to what audience.*

*It may be helpful to write this last.*

*If this becomes a list of accountabilities or tasks, move them to Job specific outcomes, below.*

- Develops clear strategic direction for pain services in Jersey, bringing innovation and influence to the specialist fields of pain and rehabilitation for the benefit of the community
- Responsible to the Clinical Director for Pain Services for developing Service Governance Framework, its review and implementation.
- To provide consultancy and advice to staff, clients and their families, HCS Executive and other Healthcare Professionals across the community relating to specialist service area, and Rehabilitation Science.
- To devise, plan and conduct research and audit activity to direct appropriate strategy and policy within specialist field and to inform strategy and policy direction for rehabilitation services across HCS. The post holder will play a pivotal role in ensuring the integration of research evidence into practice.
- Design, plan, deliver, and review the teaching & training strategy for pain, engaging stakeholders through co-design principles with the aim of providing up to date and evidence based learning opportunities and education to HCS & community professionals and the public relating to Pain and rehabilitation science – to include the development and delivery of BSc & MSc modules
- To work as an autonomous Consultant AHP with a highly complex clinical caseload, maintaining a national and international profile of expertise and provide strong professional leadership to all limbs (Triage, Persistent & Pelvic) of the Pain Specialist physiotherapy team and broader multidisciplinary team as appropriate

### Job specific outcomes

*List the most significant responsibilities / outcomes of the job. Focus on the principal areas of work, what they are required to do and how this requirement contributes towards achieving the job's purpose.*

*List 10 specific outcomes, ensuring they cover the main and most important parts of the role.*

*As with the job purpose, the main responsibilities should be concise, clear statements, which show what is done, who it impacts, how and why.*

*Remember to use active and direct language. Talk about the work that the job does, not what the whole team or a manager might do.*

**Clearly state all or any responsibility for contact with vulnerable people in this section.**

### **Strategy, Governance, Quality Improvement, AHP Leadership & Service Development (20%)**

- Responsible for the creation and implementation of the service governance framework. Annually updating progress and appropriately adjusting to the changing healthcare environment.

- Responsible for the creation of a strategic vision and 5 year strategic plan for Pain Services taking a transformational approach to service delivery and creating new alliances and relationships where necessary. Annually updating progress and appropriately adjusting to the changing healthcare environment. Acting as a community source of expertise and contributing to the Directorate's strategic planning for rehabilitation services.
- AHP Lead for service, motivating and inspiring interdisciplinary colleagues to deliver the best quality, evidenced based and efficient care for patients within the pain and rehabilitation fields by promoting a research and innovation culture within the team. Develops and supports staff through role modelling, coaching and mentoring; highlighting opportunities for effective professional development.
- Devises, manages, reviews and updates models of service delivery, policies and procedures within own Specialist area, ensuring the adoption of best practice methodology so that services are sustainable and able to adapt to changing capacity demands.

#### **Research & Audit (20%)**

- Develops own expert research portfolio; publishing and presenting work in peer reviewed journals and at national and international conferences on a biennial cycle; where necessary co-ordinating multiple projects simultaneously. Maintaining and developing partnerships and relationships with research colleagues and higher education institutions and other professional bodies.
- Strategically develops quality performance measurement of Pain Management Services; manages clinical audit programme for Interdisciplinary team; leading on the integration of audit and research evidence into pain rehabilitation practice.

#### **Lecturing, Teaching & Training (20%)**

- Provides specialist pain & rehabilitation science related training to all other professions as part of remit of Specialist service, ensuring a consistent and up to date appreciation of relevant pain science across the organisation and community.
- Provides specialist expertise to the HCS education department, leading on the develop and delivery of undergraduate and post-graduate degree modules for pain science.
- Through local, national and international networks, organises specialist training, teaching and national conference opportunities locally.
- Develops Teaching & Training Strategy for Pain Management Services, engaging HCS, and community and 3<sup>rd</sup> sector partners through co-design opportunities.

#### **Expert Clinical Practice (40%)**

- Professionally responsible and accountable for the expert triage, assessment, formulation, treatment and management of caseload of highly complex (co-morbid; complex psychosocial issues; associated mental health challenges; high prevalence of ACEs and trauma) patients directly referred to the Persistent Pain Multidisciplinary team within the Pain Management Centre; and directly intervenes with these issues.
- Designs, implements and appraises specialist pain assessment, education and rehabilitation packages for highly complex persistent pain conditions; routinely reviewing and updating specialised care packages in line with new developments within the Pain Science field

#### **Statutory responsibilities**

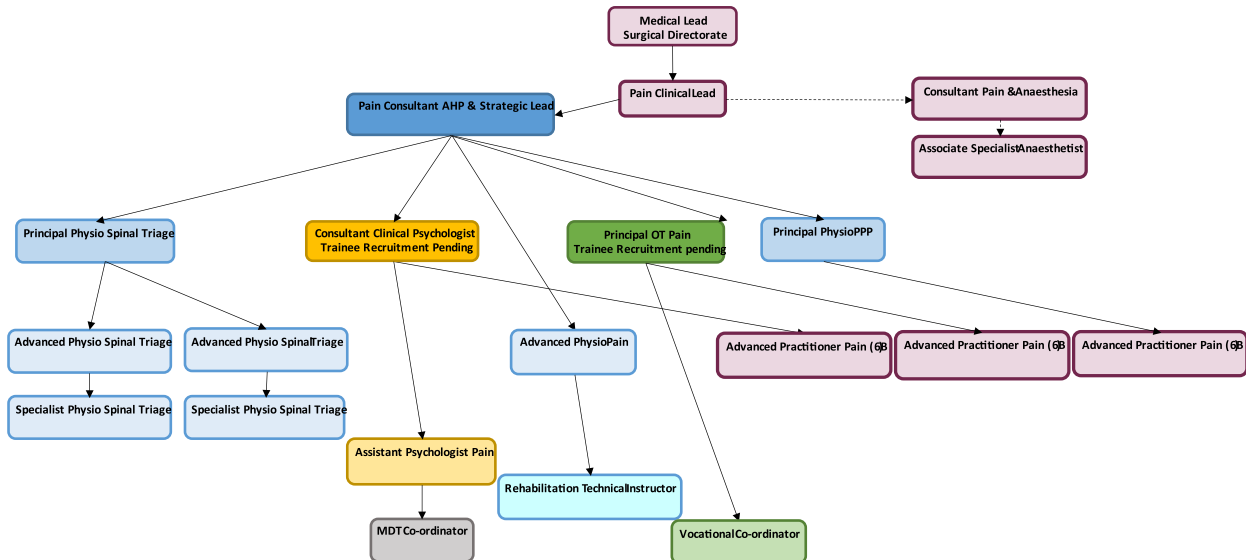
Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the Government or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

- The post holder will have to comply with all relevant States Laws, such as the Health and Safety at Work (Jersey) Law 1989 and any other associated legislation, Standing Orders, Financial Directions, and other relevant Codes of Practice
  - Ensure appropriate communication of relevant patient information through the maintenance and updating of patient/client records in line with the requirements of Clinical Governance and Quality as set out in the Standards of Practice from the CSP; HCPC and HCS.
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- To meet all requirements of Clinical Governance (e.g. statutory & mandatory training; CPD; reflective practice etc.) making changes to service delivery, which this may give rise to.
- To interpret and update Consultant Leads of specific national and professional evidence and policies which affect the specialist area

## Department Organisational Chart



## Person Specification

### Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p><b>Qualifications</b> <i>Please state the level of education and professional qualifications and / or specific occupational training required.</i></p>	<ul style="list-style-type: none"> <li>• Post-doctoral research profile demonstrated through consistent peer reviewed publication and conference presentation history</li> <li>• Research Doctoral degree required to lead research integration and activity</li> <li>• Evidence of postgraduate training to Master's level or equivalent in additional related fields of expertise relevant to expert level practice in pain management (vocational rehabilitation, cognitive behavioural therapy, bio-psycho-social theory and practice, acceptance and commitment therapy and practice; Mindfulness; Compassion Focused Therapy)</li> <li>• Postgraduate management training required to deliver on strategic dimensions of the post, acquired through specific training and development courses (HCS, external local and national (Kings Fund, IHI)).</li> <li>• Degree in physiotherapy and registered member of the Chartered Society of physiotherapy.</li> </ul>	

<p><b>Knowledge</b></p>	<ul style="list-style-type: none"> <li>• Expert theoretical and practical knowledge of field of practice acquired through postdoctoral research, specialist training and expert network collaboration and participation</li> <li>• Ability to interpret, assimilate and <b>contribute to</b> knowledge base in field of practice through research, audit and quality improvement initiatives</li> <li>• Expert knowledge of national and international guidelines on rehabilitation, healthcare improvement and pain science.</li> <li>• Expert knowledge of pain physiology, neuro-anatomy and endocrinology as it relates to complex persistent pain patients.</li> <li>• Expert knowledge of the bio-psychosocial model of pain; psychological models used in its' management (including a range of cognitive and behavioural approaches to the assessment and management of pain)</li> <li>• Expert professional knowledge &amp; experience in the rehabilitation of a wide range of "psychoneuroimmunological" health conditions, pathology, disease and impairment in order to assess and treat patients safely and effectively. To advise patients and other professionals in the team about how these relate to persistent pain presentations and management.</li> <li>• Expert understanding of clinical governance, its' systematic evaluation and application.</li> <li>• Expert knowledge and experience of delivering quality improvement within healthcare settings</li> </ul>	
<p><b>Technical / Work-based Skills</b></p>	<ul style="list-style-type: none"> <li>• Expert level assessment skills to provide a working diagnosis based on the appropriate use, interpretation and assimilation of highly complex strands of data from a variety of sources including diagnostic tests, self-report measures, in depth clinical interview, information gained from family, carers and other healthcare professionals, as well as objective physical and functional observational measurement and testing, involving highly developed dexterity, co-ordination, movement analytical skills.</li> <li>• Expert knowledge and experience of treatment modalities including, but not limited to Graded Motor Imagery; perceptual motor control strategies; Mindfulness; strength &amp; conditioning training.</li> <li>• Expert level (post-doctoral) teaching, lecturing and training skills involving a wide range of professions in relation to specialist field and rehabilitation science</li> <li>• Advanced computer skills that enable use of word processing, data collection and analysis, literature searching, report, publication and presentation production.</li> </ul>	
<p><b>General Skills/Attributes</b></p>	<ul style="list-style-type: none"> <li>• Leadership skills to drive quality improvement within specialist field of practice and rehabilitation</li> </ul>	

	<ul style="list-style-type: none"> <li>• Expert critical appraisal skills required to interpret, assimilate, adapt and implement relevant national and international guidelines for specialist area, ensuring these are appropriate to the local context.</li> <li>• Excellent negotiating and interpersonal skills required to engage and influence range of relationships (clinical, managerial, executive) often in disinterested, challenging or hostile scenarios.</li> <li>• The post requires the holder to be able to expertly and sensitively communicate complex clinical information in spoken and written form for patients, carers, and fellow professionals and outside agencies at multiple levels.</li> <li>• To be able to expertly engage patients in the active self-management of their persistent pain condition where they are often emotionally distressed, ambivalent or resistant to this e.g. through fears or misunderstandings about their condition, previous physical, emotional or sexual abuse, and Adverse Childhood Experiences (ACEs).</li> </ul>	
<p><b>Experience</b></p>	<ul style="list-style-type: none"> <li>• A minimum of ten years, full time, relevant post qualification experience, with a minimum of seven years' experience in specialist field; with at least five of these years spent in advanced study and critical appraisal of specialist area (<i>2 year rotation, 3 years specialist area; 5 years advanced theoretical and practical training in specialist field – work based Doctoral level study and application</i>)</li> <li>• Expert knowledge and experience of project-based service delivery, incorporating planning, evaluation, reporting methods and appropriate user involvement processes(e.g. co-design)</li> <li>• Significant experience in communicating specialist information on range of service development issues</li> </ul>	
<p><b>Criteria relating to Safeguarding</b></p>	<ul style="list-style-type: none"> <li>• Up to date registration with HCS and with the HCPC.</li> <li>• Up to date DBS enhanced check and up to date adult safeguarding.</li> </ul>	
<p><b>Delete as appropriate: <i>Clinical Post not yet known</i></b></p> <p><b>The standards relevant to this tier, identified in the States of Jersey core accountabilities attributes and behaviour indicators, are to be attached in a separate document.</b></p>		