

## Sussex MSK Partnership Job Description

<b>Job title:</b>	Pain Practitioner/ Advanced Practitioner in Pain Management
<b>Salary:</b>	£39,045 - £49,288 per annum pro rata
<b>WTE:</b>	37.5 hours per week (part/ full time and flexible working will be considered)
<b>Reports to:</b>	Pain Pathway Lead
<b>Accountable to:</b>	Community Service Lead
<b>Location:</b>	Within the Central Sussex MSK area

### **About us and our culture**

We are a not-for profit, social enterprise, membership organisation delivering NHS services. Our members are local GPs, practice managers, practice nurses and our own staff.

### **We believe these things to be true**

- Care is something we can choose to show for ourselves and each other at any time. Care is not exclusive to an appointment or a medical intervention
- We have a right to take control of our lives
- It takes courage to step forward and effect change. The capacity to lead is within us all
- Every interaction can be powerful if we choose to engage consciously. We know the ripples from these movements can go on to create profoundly positive change
- True care is a way of living that creates meaning between us all

### **Our Purpose in the World**

Care Unbound. To create more possibilities for care in every moment.

### **How we work in service of our purpose**

- We strengthen our capacity to care for ourselves and each other
- We recognise each opportunity to help people make meaningful choices
- We encourage ourselves to be guided by our values in the work we do every day
- We develop the capacity for leadership in ourselves and with all those we engage with
- We make improvements quickly where we recognise the opportunity, rather than waiting for perfect solutions
- We bring together the right people organisations and ways of working to create true partnerships

We believe in enabling people to take control of their health care journeys – we help to change the way health and wellbeing services work so care can focus on what matters to individuals.

We work to ensure that our culture is one that allows everyone to come to work as their ‘whole’ selves. For most of us, work takes up a big part of our day. We want to ensure that it’s enjoyable and speaks to us on a level deeper than ‘just getting the job done’.

**Because of this:**

- We run a coaching programme which enables everyone to learn how to become a coach and have access to coaching when needed
- We have a process called ‘Pirate Dave’ which allows peer-to-peer conversations about development
- We have a staff-run ‘Wellness Group’ that enable staff to set up initiatives that link to wellness/wholeness. This has included running yoga, installing a ping pong table in the rec room and buying free fruit for staff
- We have a staff-run ‘Time & Spaces Group’ who run organisational wide projects to ensure that every voice from the organisation is heard. They have been a big part of our recent office refurbishment which included installing a quiet room covered in grass for when we need to take a break and running an artwork competition so we can cover our walls with art created by our staff.
- We host mindfulness sessions twice per day

**ABOUT THE SUSSEX MSK PARTNERSHIP**

Sussex Musculoskeletal Partnership (SMSKP) is a new, unique and innovative expert MSK delivery organisation that combines the best of our local NHS, specialist orthopaedic knowledge to deliver clinically designed and driven pathways of care to a single standard of quality and excellence for all patients according to their specific needs. This is a new contract recently let by the Commissioners of Crawley, Horsham and Mid-Sussex and Brighton and Hove.

The Sussex MSK Partnership (‘the Partnership’) is made up of the following organisations:

- Here
- Horder Healthcare
- Sussex Community NHS Trust
- Sussex Partnership Foundation NHS Trust

## **JOB PURPOSE**

As an Advanced Practitioner you will work within the multidisciplinary pain team. You will provide clinical patient sessions and promote and sustain the highest standards of care, ensuring excellent quality care is delivered throughout the MSK service. The post holders will provide assessment and management of complex, chronic pain patients and provide expert opinion, advice and guidance to colleagues and other health professionals. The post holders will provide a musculoskeletal triage service in primary care, acting as an autonomous clinician, and be instrumental in the planning, implementation and monitoring of an evidence-based, clinically effective and highly specialised pain pathway.

## **JOB SUMMARY**

The post holder will:

- Provide a patient centred collaborative approach to assessment, diagnosis and treatment planning including providing patient choice and working within an MDT to provide a range of treatment options.
- Participate in the development of their specialist area within the MSK.
- Participate in clinical audit within the service and maintain and improve all aspects of clinical governance, evidence based practice and quality assurance in the service area.
- Work collaboratively with the MDT.
- Participate in research aligning with the needs with of the MDT
- Provide specialist support and advice to colleagues and other healthcare professionals within primary and secondary care.
- Autonomously run clinics to assess new referrals into the MSK service and use advanced clinical reasoning skills to clinically diagnose and manage a complex group of patients who may need diagnostics.
- Request and interpret appropriate diagnostic investigations such as imaging and pathology and correlate with the clinical presentation.
- Provide clinical leadership and expertise for primary care colleagues in the assessment, diagnosis and treatment planning for patients with complex chronic pain.

## **PRINCIPAL RESPONSIBILITIES**

**Clinical Responsibility:** To be responsible for managing a clinical caseload, ensuring governance and quality assurance standards are met. You will have a highly specialised knowledge of assessment, evaluation and treatment techniques and will:

- Provide education to patients/carers regarding treatment and advice to support shared decision making.

- Provide specialist advice for patients to help self-management and acceptance of chronic pain/reduced function, with emphasis on an evidence based biopsychosocial model of care.
- Provide advice on physiotherapy management.
- Select appropriate and individual treatment pathways e.g. onwards referral
- Engage in effective, timely communication with GPs, and secondary care where necessary.
- Promote and demonstrate best practice, in particular to integrate the most up-to-date research theory into practice.
- Maintain contemporaneous records to MSK service standards of all clinical observations and interventions.
- Exercise the highest degree of professional autonomy, using and analysing complex facts and situations to implement a treatment/management strategy with the patient.
- Request appropriate investigations such as X-ray, MRI and blood tests, reviewing results and making critical judgements as necessary.
- Take responsibility for delivering a whole system patient-focused approach and seamless care across professions, ensuring the safety, effectiveness and efficiency of the service
- Demonstrate advanced knowledge, skills and experience in the field of musculoskeletal disorders.
- Promote and demonstrate best practice, in particular to integrate the most up-to-date research theory into practice using advanced clinical decision making skills.
- Create and develop protocols of care and design patient care pathways with the aim of providing examples of best practice across the regions and/or nationally.

### **Communication:**

The post holder will:

- Communicate complex clinical information both written and verbal, in an easily understood form, to patients, carers, all members of the multi-disciplinary team and primary care colleagues.
- Teach therapeutic exercises, through verbal explanation, visual demonstration or the physical guiding of the patients movements, to patients and their carers.
- Advise patients on self-management activities to either treat their condition or assist in coping with their condition.
- Defuse potentially hostile and antagonistic situations with staff, patients and relatives.
- Sensitively explain the results of investigations and clinical diagnosis including the prognosis (of the musculoskeletal condition) and all treatment options.

## **Education and Professional Development**

The post holder will:

- Be expected to develop and maintain all musculoskeletal clinical skills necessary for this position, keeping up to date with current developments in evidence based practice including reading relevant literature, and attendance at in-service training and external courses as appropriate.
- Ensure on-going use of CPD portfolio in line with current registration requirements.
- To participate in delivering a comprehensive training programme within the MSK service, to primary care and across the local health economy.

## **Research, Service Development and Evaluation:**

In conjunction with the Pathway Leads the post holder will:

- Design and evaluate multi-professional systems of audit that aspire to quality improvement in the context of local and national guidelines.
- Promote and demonstrate research based practice, initiating and participating in research projects, and encouraging and supporting staff actively involved in research.
- Be responsible for identifying gaps in the evidence base.
- Interpret new clinical policies / NICE guidelines in order to advise physiotherapists and medical professionals on their implementation.
- Contribute to the academic arena through clinical teachings, pursuing research activity and writing for publication or conference presentations.
- Assist with auditing the work of the MSK and preparing relevant reports.
- Ensure the standards of clinical care for patients seen within the MSK are in keeping with the agreed care pathways.
- Undertake research and development relevant to the MSK.

## **Financial and Physical Responsibilities of the Post holder:**

The post holder will:

- Be responsible for the safe use of equipment and reporting if equipment is not working or in poor condition. There is no one piece of equipment for which the post holder is solely responsible.

***NOTE: These posts will require travel to a number of primary care and community settings.***

## **RELATIONSHIPS:**

The post holder will develop and maintain relationships with the following:

- Pain Pathway Lead
- MDT
- MSK Service Manager and Operational Managers
- Community Services Lead
- AP colleagues
- Consultant colleagues
- Other members of the pain MDT
- Primary care
- Managers (Commissioners, Public Health, Finance, PPI, Primary Care)
- Secondary care provider organisation clinicians and managers – this will include local NHS Trusts and independent providers
- Service users and carers and their representative groups / forums / organisations

## **Use of new technology**

SMSKP will make use of computer technology. Staff should expect to use automated information systems in their work in order to improve quality and co-ordination of services, and to enable faster and more accurate communication within and outside of the organisation.

## **Confidentiality**

As an employee of Sussex MSK Partnership you may gain knowledge of a highly confidential nature relating to the private affairs, diagnosis and treatment of patients, information affecting members of the public, matters concerning staff and details of items under consideration by SMSKP. Under no circumstances should such information be divulged or passed to any unauthorized person. This includes holding conversations with colleagues concerning patients or staff in situations where the conversation may be overheard. Breaches of confidence will result in disciplinary action which may involve dismissal.

## **Equal opportunities**

Sussex MSK Partnership policies and practices are designed to ensure equality of opportunity in employment and service delivery. All staff are expected to comply with these policies and practices.

## **Health and safety**

All staff have a responsibility to maintain the health and safety of self and others within the performance of their duties.

## **Annexe A Here**

A not-for-profit social enterprise, a group of people dedicated to creating more possibilities in every moment. Here delivers a range of clinical services and supports the development of primary care in delivering patient focused services, with improved patient experience and cost savings.

[www.hereweare.org.uk](http://www.hereweare.org.uk)

## **Horder Healthcare**

Horder Healthcare is a registered charity and a dynamic and evolving healthcare organisation that is truly improving the health outcomes of the people in the communities we serve. As a charity Horder Healthcare's key purpose is "to advance health". They currently achieve this through providing outstanding orthopaedic and musculoskeletal (MSK) services.

[www.horderhealthcare.co.uk](http://www.horderhealthcare.co.uk)

## **Sussex Community NHS Foundation Trust**

SCFT is the specialist provider of community health and care services to the people of Sussex. Every day their expert teams provide medical, nursing and therapeutic care to more than 8,000 people.

[www.sussexcommunity.nhs.uk](http://www.sussexcommunity.nhs.uk)

## **Sussex Partnership NHS Foundation Trust**

Sussex Partnership NHS Foundation Trust is 5,000 passionate and dedicated clinicians and support staff, working hand in hand with partners in the community to care for and support vulnerable people. Together, they provide mental health, learning disability, substance misuse and prison healthcare throughout Sussex, along with a range of specialist services across the South East of England and beyond.

[www.sussexpartnership.nhs.uk](http://www.sussexpartnership.nhs.uk)

## AGREEMENT

This job description will be reviewed as necessary and may be amended to meet the changing needs of 'Here'. It will also be used as the basis to set performance standards and/or objectives and the contents will be used as part of annual appraisals. This job description has been agreed between the post holder and 'Here'.

Employees

Signature: .....

Print Name .....

Date: .....

Manager Signature: .....

Print Name: .....

Date: .....

<b>JD author (name and job title):</b>	Hilary O'Connor
<b>Date JD agreed:</b>	02/04/2019
<b>Brief description of reason for review (if applicable)</b>	
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