

UK Career Framework for Pain Nurses

Level Three

CLINICAL PROFESSIONAL RESOURCE



Acknowledgements

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This document has been designed in collaboration with our members to ensure it meets most accessibility standards. However, if this does not fit your requirements, please contact corporate.communications@rcn.org.uk

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Level Three

This document has been designed to be used **in combination with** the appropriate standards/competency assessment framework, for example, for England, Northern Ireland, Scotland or Wales.

This document should be used as evidence for your own practice development and can be part of a personal development plan.

Those working at level 3 will have obtained the knowledge and skills as outlined in the previous levels and this is a natural progression in their development.

Example role title:	HCA Trainee nurse associate (TNA) First and second year nursing student
Qualification:	<p>HCA/HCSW</p> <ul style="list-style-type: none"> • England Care Certificate • Northern Ireland Standards for Nursing Assistants, HCSW apprenticeship standards • Scotland completion or working towards care certificate • Wales Developing Excellence in Healthcare NHS Wales Skills and Career framework for HCSWs. <p>NVQ level 2, SVQ level 2, GCSE grades A – C, Scottish standard grades credit level,</p> <p>NVQ level 3 or SVG level 3, Higher National Certificate. Undertake BTEC Higher National Diploma or Higher Education Diploma, Level 8, foundation degree, Level 5, or a 2-year foundation degree/ apprenticeship.</p> <p>NCFE CACHE level 2 Certificate in Healthcare Support Services, the NCFE CACHE level 3 Diploma in Healthcare Support.</p> <p>TNA</p> <p>GCSEs grade 9 to 4 (A to C), in maths and English or Functional Skills level 2 in maths and English. A foundation degree over 2 years, meet 15 standards set out in the Care Certificate (England), meet NMC standards for pre-registration Nursing Associate programme standards.</p>
Role descriptors:	Those working at level 3 require knowledge of facts, principles and awareness of pain assessment and management concepts. They may carry out a wider range of duties than the person working at level 2 and will have more responsibility, with guidance and supervision available when needed. They will contribute to service development and be responsible for their own personal development.

Domain One: Recognition of pain

This aspect of care examines definitions of pain, its anatomy and physiology, psychological, emotional, spiritual and social aspects of pain.

Knowledge	Skills
<ol style="list-style-type: none">1. Understands and explains that pain is: “Whatever the experiencing person says it is, existing whenever the experiencing person says it does” (McCaffery, 1968).2. Able to describe different types of pain such as acute, chronic and cancer pain and how these may affect patients.3. Demonstrates an understanding of the biological, psychological and social aspects that influence the pain experience.	<ol style="list-style-type: none">4. Demonstrates how to adapt their approach to support and manage patients with different types of pain.5. Able to rationalise different types of pain management strategies, for different types of pain.

Domain Two: Assessment of pain

This aspect of care outlines how pain can be assessed, measured and communicated.

Knowledge	Skills
<ol style="list-style-type: none"> 1. Demonstrates an understanding of the barriers to the assessment and evaluation of pain from the perspective of the health professional, person/patient, family and general public. 2. Explains the selection of a suitable tool to perform and document pain assessment and the need to assess at rest and on movement. 3. Awareness of how to adapt approaches to facilitate pain assessment. 4. Demonstrates an understanding of patients unable to self-report pain who require alternative pain assessment techniques. Explains that family members of carers can help with assessment. 5. Understands and explains when pain assessment needs to be acted on. 	<ol style="list-style-type: none"> 6. Works within the limits of the level and competency of their own practice and the agreed ways of working by their employer. 7. Works as part of the team to assess the patient's pain. 8. Assesses pain across range of patient groups and clinical circumstances. Communicates with the person/their carer/their family/colleagues in an honest, respectful, compassionate, accurate and timely way. 9. Recognises issues and applies agreed protocols to escalate care in relations to pain assessment/informs senior health care professional immediately. 10. Completes accurate documentation within clinical records, in line with the organisation's policy.

Domain Three: Treatment – physical strategies to manage pain

This aspect of care outlines the importance of physical strategies to improve and maintain function in acute and persistent pain.

Knowledge	Skills
<ol style="list-style-type: none"> 1. Demonstrates knowledge and recognises the importance of physical strategies such as: <ul style="list-style-type: none"> • turning and positioning • wound support • reach devices • heat and cold • massage • mobilisation • exercise • role of physiotherapy • hydrotherapy • TENS. 2. Explains the policy that drives this pain practice. 3. Explains and rationalises the need for all individuals/patients to have access to the provision of physical strategies available for the management of pain. 4. Explains and describes the issues of safeguarding individuals/ patients and providing accurate patient information. 	<ol style="list-style-type: none"> 5. Works within the limits of the level and competency of their own practice and the agreed ways of working by their employer. 6. Works collaboratively with colleagues across all disciplines to support person-centred care. 7. Ensures equipment or medical devices are working properly or in the correct position, for example, wheelchairs, prosthetics, catheter tubes. 8. Explains the physical strategies to patients and families and how they improve or maintain function, in an honest, respectful, compassionate, accurate and timely way. 9. Identifies ways of engaging and empowering patients. 10. Observes and reports the effectiveness of physical strategies, in line with the organisation's policy. Recognises issues and utilises agreed protocols to escalate issues that arise. 11. Evaluates effectiveness of physical strategies, through pain assessment and asking the patient (or their family member/ carer).

Domain Three: Treatment – self management strategies

This domain describes how the nursing team contribute to enabling patients to engage with self-management strategies for managing acute and chronic pain.

Knowledge	Skills
<ol style="list-style-type: none"> 1. Demonstrates an awareness of how chronic differs from acute pain and the role self-management plays in helping improve the physical and psychological impact of pain. 2. Rationalises and explains the need for all individuals/patients to have access to the provision of self-management information. 3. Describes and rationalises self-management strategies that individuals/patients can use in the management of pain: <ul style="list-style-type: none"> • distraction methods: <ul style="list-style-type: none"> • listen to music • watch a film/programme • relaxation • mindfulness/meditation • knitting. • exercise • other strategies used by patient. 4. Is aware of the different ways in which the role of self - management can be used for chronic pain by: <ul style="list-style-type: none"> • promoting movement • reducing anxiety • improving comfort • facilitating sleep • distraction • involving family. 5. Explains and describes the issues of safeguarding individuals/patients and providing accurate patient information. 	<ol style="list-style-type: none"> 6. Works within the limits of the level and competency of their own practice and the agreed ways of working by their employer. 7. Demonstrates a concept of how self-management strategies can be optimised within the context of clinical practice. 8. Demonstrates the ability to actively take part in promoting self-management strategies at a basic level as part of the interdisciplinary team. 9. Recognises the need for all patients to have access to the provision of self-management education. 10. Uses nursing care to promote movement, reduce anxiety, improve comfort, facilitate restful sleep and encourage distraction to help self-manage pain. 11. Discusses with the person/their carer/their family ways in which self-management can be optimised, for example, creating the right environment, in an honest, respectful, compassionate, accurate and timely way. 12. Assesses and reports the effectiveness of self-management strategies, in line with the organisation's policy. 13. Appropriately escalates care to senior when recognises own limitations.

Domain Three: Treatment – use of pharmacological strategies

This domain explores how nurses contribute to the safe, timely and appropriate use of pharmacological therapies.

Knowledge	Skills
<ol style="list-style-type: none"> 1. Demonstrates, with guidance, knowledge of medications including allergies, analgesia, non-prescribed drugs, over the counter drugs, alcohol and tobacco intake. 2. Has awareness of routes of administration and side effects of commonly used medicines in the area of practice. 3. Has an awareness that medicines may impact on an individual's mental capacity. 4. Understands the pain management policy and describes what drives this pain practice. 	<ol style="list-style-type: none"> 5. Works within the limits of the level and competency of their own practice and the agreed ways of working by their employer. 6. Works collaboratively with colleagues across all disciplines to support person-centred care. 7. Administers commonly prescribed pharmacological strategies under supervision (www.nmc-uk.org/publications/standards). 8. Gives simple and clear instructions to patients about pain relief under supervision. 9. Accepts and documents patients' right to decline analgesia. 10. Recognises and uses protocols to appropriately escalate potential problems to a senior health care professional in relation to clinical signs and symptoms of adverse effects.

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