

## 1. General Information

<b>Position Title:</b>	Pain Medicine Advanced Trainee (Accredited for Practice Development Stage)
<b>Division/Department:</b>	Academic & Medical Services
<b>Position Reports to:</b>	Manager Medical Services
<b>Enterprise/Individual Agreement:</b>	Individual Agreement
<b>Classification/Grade:</b>	Not Applicable
<b>Location:</b>	Epworth Geelong (under the auspices of Pain Matrix Geelong) This position is located within Pain Matrix Geelong, a fully comprehensive and innovative private pain management private practice.
<b>Employment Status:</b>	Fixed Term Full Time (43 hours including 5 hours training time per week)
<b>Key Relationships - internal and external</b>	<ul style="list-style-type: none"> <li>• Clinical Supervisors</li> <li>• Pain Matrix Group</li> <li>• Epworth employees including Nursing, Allied Health &amp; doctors</li> <li>• Director Medical Services and Clinical Training</li> <li>• Chief Medical Officer</li> <li>• Rehabilitation, Mental Health and Chronic Pain Clinical Institute</li> <li>• Divisional Medical Directors</li> <li>• Epworth Junior Medical Workforce</li> <li>• Specialist Medical College – Faculty of Pain Management</li> </ul>

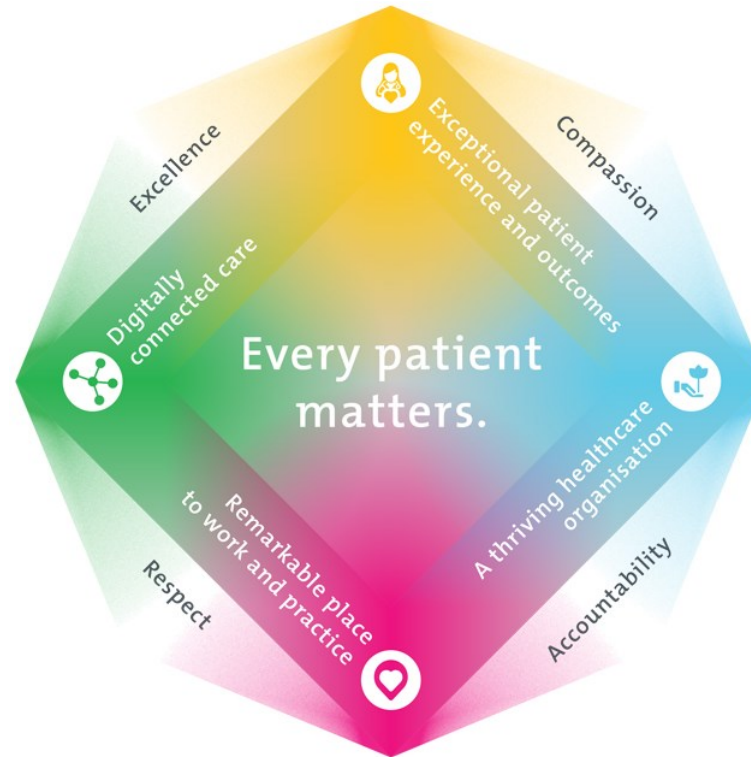
## 2. Overview of Epworth HealthCare

Epworth HealthCare is Victoria's largest not-for-profit private health care group, renowned for excellence in diagnosis, treatment, care and rehabilitation. Epworth is an innovator in Australia's health system, embracing the latest in evidence-based medicine to pioneer treatments and services for our patients.

Epworth's values define our approach and our delivery. We pride ourselves on communicating our values and delivering on them in a real and meaningful way. Our Values are Compassion, Accountability, Respect and Excellence. More information can be found on the [Epworth website](#).

Epworth's purpose is Every Patient Matters. Our Vision is Delivering another 100 years of exceptional healthcare and innovation to the Victorian community.

## 3. Epworth HealthCare Strategy



All roles are linked to the Epworth strategy and are fundamental in achieving its vision and purpose.

**Exceptional patient experience and outcomes** - To empower our patients and deliver compassionate, expert and coordinated care.

**A thriving healthcare organisation** - To adapt and grow in a changing healthcare landscape by delivering a unique private not-for-profit healthcare organisation.

**Remarkable place to work and practice** - To ensure Epworth is an outstanding place to work and practice through a culture of care and investment in our people.

**Digitally connected care** - To innovate and improve the digital experience, interactions and outcomes for our patients, staff and doctors.

## 4. Purpose of the Position

The Pain Medicine Trainee is a 6 – 12 month full time level 1 core, 2nd year training position accredited by the Faculty of Pain Management, a Faculty of the Australian and New Zealand College of Anaesthetists (ANZCA).

The position is designed for trainees in their practice development year who wish to perform procedures in the setting of a Multidisciplinary practice.

The Pain Fellow will work alongside leading Specialist Pain Medicine Physicians that perform intervention and are mentored in safe and appropriate use of interventional pain procedures and patient selection.

This position works with senior pain management physicians and is involved in the following activities:

- Understanding relevant principles, applying knowledge in practice, demonstrating abilities in the clinical management of patients with acute and chronic pain.
- Assessing pain and outcome of pain treatment using history, clinical examination and pain measurement tools. Recognising the limitations of pain measurement techniques
- Providing patient care that is compassionate, appropriate, and effective for the treatment of health problems and the promotion of health.
- Demonstrating interpersonal and communication skills that result in effective information exchange and teaming with patients, their families, and other health professionals.
- Providing, or assisting with, appropriate pain management in both inpatient and outpatient settings.

## 5. Clinical Governance Framework

This role is required to put into practice the Clinical Governance Framework at Epworth as every employee is accountable for ensuring that our patients and community receive safe, high quality and person-centred care in every interaction with Epworth. This is achieved through active participation in the five domains of clinical governance at Epworth:

Clinical Governance Domain	Role
<i>Leadership and culture</i>	Promote and participate in a supportive, fair and transparent culture where lessons from previous outcomes are learned and patient safety and quality is a priority at all levels of the organisation.
<i>Consumer Partnerships</i>	Understand and where relevant, ensure that each patient is actively involved in their own care and treatment including families/carers wherever possible.
<i>Effective Workforce</i>	Develop and maintain one's own competency, skills and knowledge to ensure high quality service provision and care.

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<b>Clinical Safety and Effectiveness</b>	Understand and where relevant, ensure, that the right care is provided to the right person at the right time, in the right place and patient outcomes are monitored and improved.
<b>Risk Management</b>	Be responsible for identifying and reporting risks, hazards and near misses for people in our care and participating in risk mitigation strategies.

## 6. Key Accountabilities

KEY RESPONSIBILITIES	MEASURES
<p><b>Pain Assessment and Measurement</b> Assess pain and outcome of pain treatment using history, clinical examination and pain measurement tools. Recognise the limitations of pain measurement techniques</p>	<p>Demonstrate accuracy and consistency in pain assessment by:</p> <ul style="list-style-type: none"> <li>Regular use and correct application of standardised pain measurement tools.</li> <li>Documentation of pain levels and treatment outcomes in patient records.</li> </ul> <p>Display clinical judgement by recognising and accounting for the limitations of pain measurement tools in clinical practice.</p>
<p><b>Knowledge of acute and chronic pain patients</b> Understanding of:</p> <ul style="list-style-type: none"> <li>Anatomy, physiology and pharmacology of pain transmission and modulation</li> <li>Neuro-endocrine and metabolic responses to surgery and other acute and chronic stressors and impact of analgesic techniques</li> <li>Consequences of poorly controlled pain</li> <li>Current evidence for and against pre-emptive analgesia and clinical implications</li> <li>Current evidence for the effect of analgesic technique on morbidity and mortality</li> <li>Relationship between acute and chronic pain, including factors involved in progression from one to the other and potential interventions to prevent such progression</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrate comprehensive knowledge and application of pain management principles.</li> <li>Develop and implement comprehensive and effective pain management plans based on a thorough understanding of the anatomy, physiology, and pharmacology of pain transmission and modulation, ensuring optimal patient outcomes.</li> <li>Ability to select appropriate analgesic techniques based on an understanding of neuro-endocrine and metabolic responses to stressors, ensuring optimal patient outcomes.</li> <li>Assess and monitor pain effectively by utilising a thorough understanding of pain mechanisms to assess and monitor patients' pain accurately, identifying signs of poorly controlled pain and addressing them promptly.</li> <li>Implementing and evaluating analgesic techniques by employing evidence based analgesic techniques.</li> <li>Regularly evaluate the effectiveness of analgesic interventions and adjust treatment plans based on patient responses and clinical evidence.</li> </ul>

<p><b>Understanding of the more common pain syndromes:</b></p> <ul style="list-style-type: none"> <li>• Spinal pain</li> <li>• Myofascial pain</li> <li>• Neuropathic pain</li> <li>• Headache and orofacial pain</li> <li>• Rheumatologic aspects of pain</li> <li>• Complex regional pain syndromes</li> <li>• Visceral pain</li> <li>• Urogenital pain</li> <li>• Cancer pain, including palliative and hospice care</li> </ul>	<ul style="list-style-type: none"> <li>• Accurately diagnosing different pain syndromes by conducting thorough assessments considering patient history, physical examinations, and appropriate diagnostic tests.</li> <li>• Developing personalised treatment plans based on the specific characteristics and underlying mechanisms of each pain syndrome.</li> </ul>
<p><b>Pain Management Planning</b></p> <p>Ability to decide the most appropriate technique of acute and chronic pain management including:</p> <ul style="list-style-type: none"> <li>• Pharmacological techniques (opioid and non-opioid) via a variety of routes</li> <li>• Regional techniques including central neuraxial, plexus and peripheral nerve blockade</li> <li>• Non-pharmacological techniques (physical therapy, psychological therapy, and complementary and alternative therapies)</li> </ul> <p>Formulate pain management plans based upon:</p> <ul style="list-style-type: none"> <li>• Integration of medical knowledge with clinical data</li> <li>• Prioritisation of pain management goals and medical issues appropriate for the level of care</li> <li>• Patient preference, physical and mental status, and available expertise and technology</li> <li>• Special requirements under specific clinical situations (e.g., spinal cord injuries, burns, acute and chronic spine pain, musculoskeletal pain, acute medical pain, acute and chronic cancer pain and patients in the Intensive Care)</li> <li>• Include pain management plans:</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrated understanding of the indications, contraindications, dosages, and potential side effects of various pharmacological treatments, including opioids and non-opioids administered via different routes.</li> <li>• Appropriate prescription of pharmacological treatments, ensuring they align with current best practices and guidelines.</li> <li>• Proficiency in performing regional anesthesia techniques.</li> <li>• Monitoring patient outcomes related to pain relief, side effects, and overall satisfaction with pharmacological and non-pharmacological interventions.</li> <li>• Formulating pain management strategies, ensuring they are evidence-based and patient-specific.</li> <li>• Appropriateness of pain management plans for specific clinical situations, such as spinal cord injuries, burns, acute and chronic spine pain, and cancer pain.</li> <li>• Comprehensive evaluation of pain management plans include thorough evaluations of the patient's pain using appropriate tools and methods.</li> <li>• Monitor and adjust treatment plans based on ongoing assessment of treatment effectiveness and patient-reported outcomes</li> <li>• Informed Consent obtained including risk disclosure and appropriate documentation.</li> <li>• Recognise when to seek advice from or refer patients to other specialists, ensuring timely and appropriate referrals.</li> </ul>

<ul style="list-style-type: none"> <li>• Appropriate evaluation of the patient's pain</li> <li>• Informed consent, including disclosure of risk and appropriate documentation</li> <li>• Patient education about the selected treatment plan and alternatives</li> <li>• Recognise common presentations of acute musculoskeletal pain (e.g., rib fracture, acute back pain), other non-surgical acute pain syndromes (migraine, renal colic), and cancer pain syndromes</li> <li>• Identify when to seek advice from, or refer to, another specialist</li> </ul>	
<p><b>Medicare expertise in Cancer Pain and Palliative Care</b></p> <p>Undertake assessment of pain in patients with cancer based upon: Understanding of the multiple potential etiologies of pain associated with cancer</p> <ul style="list-style-type: none"> <li>• Differentiation between somatic, visceral, and neuropathic pain</li> <li>• Evaluation of psychological, social, cultural and spiritual issues</li> <li>• Understand guidelines and regimens for analgesic drug use including equianalgesic dosing for opioids; dependence, tolerance, pseudo-addiction, and addiction and their management in the patient with cancer</li> <li>• Understand clinical approach to the multi-dimensional treatments that comprise palliative care, and understand the strategies to integrate pain management into this multi- dimensional treatment model</li> <li>• Identify when to seek advice from, or refer to, another specialist</li> </ul>	<ul style="list-style-type: none"> <li>• Accurate etiology identification by conducting thorough assessments to identify and differentiate between the multiple potential etiologies of pain associated with cancer, including somatic, visceral, and neuropathic pain.</li> <li>• Utilises clinical skills to differentiate between various types of pain (somatic, visceral, neuropathic) and tailor management strategies accordingly.</li> <li>• Follow established guidelines and regimens for analgesic drug use, ensuring appropriate equianalgesic dosing for opioids and management of dependence, tolerance, pseudo-addiction, and addiction.</li> <li>• Monitor and adjusts pain medication regimens to optimise pain relief and minimise side effects, considering individual patient needs and responses.</li> <li>• Develop and implement comprehensive care plans that address physical, emotional, social, and spiritual needs of patients with cancer pain.</li> <li>• Seek advice from or refer patients to other specialists, ensuring timely and appropriate referrals for complex pain management needs.</li> </ul>
<p><b>Medicare expertise in Neuropathic Pain</b></p> <p>Understand diagnostic criteria, clinical features and management of specific neuropathic pain syndromes including:</p> <ul style="list-style-type: none"> <li>• Central pain (e.g., pain after stroke, thalamic pain, spinal cord injury pain, deafferentation pain, phantom limb pain)</li> <li>• Neuralgias (e.g., trigeminal neuralgia, postherpetic neuralgia, occipital neuralgia, ilioinguinal neuralgia, meralgia paresthetica)</li> </ul>	<ul style="list-style-type: none"> <li>• Accurately diagnose neuropathic pain syndromes based on established diagnostic criteria.</li> <li>• Proficiency in conducting comprehensive patient assessments and appropriate use of diagnostic tests to confirm diagnoses.</li> <li>• Adherence to guidelines for managing pain after nerve injury post-surgical pain syndromes (e.g., post-thoracotomy, post-CABG pain), and complex regional pain syndrome (CRPS) types I and II.</li> </ul>

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<ul style="list-style-type: none"> <li>• Painful peripheral neuropathy (e.g., metabolic, toxic, ischemic).</li> <li>• Pain after nerve injury (e.g., neuroma)</li> <li>• Post-surgical pain syndromes (e.g., post-thoracotomy, post-CABG pain, postmastectomy, post-amputation pain, phantom pain)</li> <li>• Complex regional pain syndrome types I and 2 (including the differentiation of sympathetically-maintained from sympathetically-independent pain)</li> <li>• Identify when to seek advice from, or refer to, another specialist</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to recognise when to seek advice from or refer patients to other specialists</li> </ul>
<p><b>Use of Diagnostic Studies</b></p> <p>Understand the indications for ordering various diagnostic studies and to develop treatment plans based on the results.</p> <ul style="list-style-type: none"> <li>• X-rays</li> <li>• CT</li> <li>• MRI</li> <li>• Ultrasound</li> <li>• Electro-diagnostic studies</li> <li>• EKGs</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrated ability to evaluate the appropriateness and necessity of diagnostic studies.</li> <li>• Accurate interpretation of findings and ability to diagnose and integrate results into treatment planning for optimal patient outcomes.</li> <li>• Document diagnostic findings accurately in medical records, including pertinent clinical information and interpretations.</li> <li>• Communicate results effectively with patients, families, and healthcare team members to facilitate informed decision-making and treatment planning.</li> </ul>
<p><b>Communication and Engagement</b></p> <ul style="list-style-type: none"> <li>• Facilitate appropriate consultation and negotiate competing stakeholder interests.</li> <li>• Employ a range of communication modalities and styles to convey information to junior/senior medical and non-medical staff.</li> <li>• Participate in the management of a complex patient complaint and/or medical practitioner performance appraisal and/or an investigative review of a major clinical incident</li> <li>• Work effectively and appropriately in an inter-professional healthcare team</li> </ul>	<p>Works collaboratively with interdisciplinary teams to optimise patient care.</p> <p>Communicate effectively with patients, families, and healthcare providers to ensure continuity of care, shared decision-making, and comprehensive pain management.</p> <p>Contribute effectively to resolving complex patient complaints or clinical incidents, demonstrating understanding of patient care protocols, ethical considerations, and legal requirements.</p>
<p><b>Customer Service</b></p> <p>Epworth is committed to the provision of excellent customer service to all of</p>	<ul style="list-style-type: none"> <li>• Patient and customer service satisfaction surveys within agreed targets</li> </ul>

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<p>our people, customers and stakeholders including patients and external suppliers.</p> <p>Superior patient service leads to improved healing in a trusting, caring environment and creates a safe environment for patients and employees.</p> <ul style="list-style-type: none"><li>• Provide excellent, helpful service to patients, visitors and staff</li><li>• Communicate with clear and unambiguous language in all interactions, tailored to the audience</li><li>• Build customer relationships and greet customers and patients promptly and courteously</li><li>• Actively seek to understand patients' and their family's (customers) expectations and issues</li></ul>	<ul style="list-style-type: none"><li>• Use AIDET principles in all interactions</li><li>• Issues are escalated to the manager and resolved in a timely manner</li></ul>
<p><b>Safety and Wellbeing</b></p> <p>Participate actively and positively in the area of health and safety to reduce all hazards and incidents within the workplace</p> <ul style="list-style-type: none"><li>• Report all hazards, incidents, injuries and near misses immediately to your manager and log them in RiskMan</li></ul>	<ul style="list-style-type: none"><li>• Adhere to infection control/personal hygiene precautions</li><li>• Implement and adhere to Epworth OHS policies, protocols and safe work procedures</li><li>• Mandatory training completed at agreed frequency</li></ul>



## 7. Position Requirements/Key Selection Criteria

COMPONENT	
Qualifications	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Medical Practitioner registered with AHPRA</li> <li>• Enrolment as a registered trainee with the candidate with the Faculty of Pain Medicine Training Program. Relevant medical leadership and clinical governance experience.</li> </ul>
Previous Experience	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Experience in a health care environment</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Experience working with medical leaders in a private healthcare setting</li> <li>• Sound clinical knowledge, skills and experience in contemporary medical and evidence-based practice of health management</li> <li>• Evidence of leadership and management skills in clinical settings</li> <li>• Knowledge of and experience in patient safety and quality reviews and implementing hospital quality processes</li> </ul>
Required Knowledge & Skills	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Excellent computer literacy - MS Office</li> <li>• Ability to work as an effective member of a multidisciplinary team</li> <li>• Obtaining informed consent from the patient, including discussing and answering any patient questions related to the risk and benefits associated with both the procedure and the medications utilised for the procedure</li> <li>• Setting up the procedure room with the appropriate medications, needles, and other equipment needed for performing the intended procedure</li> <li>• Ability to work under pressure</li> <li>• Ability to set priorities</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Interest in teaching junior doctors</li> </ul>

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<p><b>Personal Attributes &amp; Values</b></p> <p>All employees are expected to consistently work in accordance with Epworth’s values and behaviours</p> <ul style="list-style-type: none"> <li>• Compassion</li> <li>• Accountability</li> <li>• Respect</li> <li>• Excellence</li> </ul>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Commitment to accountability, excellence and integrity</li> <li>• Motivated to learn and grow through practical experience and teaching</li> <li>• Belief in patient centred care</li> <li>• Committed to providing a safe environment for patients &amp; colleagues</li> <li>• Professional work ethic</li> <li>• Practices within the ethos of the Epworth HealthCare Values &amp; Behaviours</li> <li>• Self-motivated and self-directed</li> </ul>
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**Document Control**

Date Developed:	Date Last Reviewed:	Developed and Reviewed By (Position Title):
November 2018	July 2024 December 2019	Dr Brett Chandler Junior Medical Workforce

## 8. Employee Position Declaration

I have read and understand the requirements and expectations of the above Position Description. I agree that I have the physical ability to fulfil the inherent physical requirements of the position and accept my role in fulfilling the Key Accountabilities. I understand that the information and statements in this position description are intended to reflect a general overview of the responsibilities and are not to be interpreted as being all-inclusive.

Employee Signature: \_\_\_\_\_

Print Name: \_\_\_\_\_ Date: \_\_\_\_\_