

Making Your PRN Program Rock

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Criteria for Pain Resource

- Interest in sharing knowledge
- Role modeling and teaching evidenced based practices
- Collaboration
- Commitment to professional development








Criteria for Pain Resource

- **Interest in Pain Management**
- **Problem – Solving**
- **Effective verbal and written communication skills**

Responsibilities of PRN

- Pain education for staff
- Role model:
 - Pain assessments
 - Interventions & outcomes
 - Communicating pain issues in report or rounds
 - Pain education for patient and families

	Scale	
No pain	0	
	1	
Mild, annoying pain	2	
	3	
Nagging, uncomfortable, troublesome pain	4	
	5	
Distressing, moderate pain	6	
	7	
Intense, distressful, horrible pain	8	
	9	
Worst possible, unbearable, excruciating pain	10	

Responsibilities of PRN

- Perform needs assessment of clinical unit
- Oversee pain management practices of clinical area
- Identify areas of improvement

Responsibilities of PRN

- Disseminate pain information
- Journal article reviews
- Unit In-services
- Clinical guidelines & unit standards
- Annual Competencies

Responsibilities of PRN

- Pain Assurance studies
- Medication management
 - Opioid dose calculations
 - Equianalgesic calculations

$$\left(x + \frac{b}{2a}\right)^2 = -\frac{c}{a} + \frac{b^2}{(2a)^2}$$

$$\left(x + \frac{b}{2a}\right)^2 = -\frac{c}{a} + \frac{b^2}{4a^2}$$



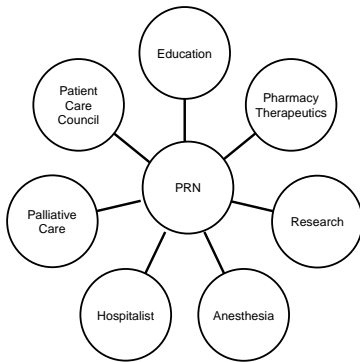
Responsibilities of PRN

- Develop patient education materials
- Update policies & procedures

Requirements

- Pain Resource Nurse course
- Annual pain management education
- National Pain Certification
- Participation in professional associations

PRN Immersion



Pain Management Needs Assessment

Identify 3 most important areas

- Pain assessment
- Pharmacologic management
- Technical skills (PCAs)
- Psychosocial issues in pain
- Pain in speciality populations
- Non-pharmacologic interventions

How to make it work

Communication

- Internal list serv
- Newsletter
- Unit meetings



Accepting and Embracing the Challenges

Making your Pain Resource Nurse Program rock takes commitment and planning. Guide your program through the stages of growth and plan activities to support and sustain it through all those stages.

Creating a Program That Will Last

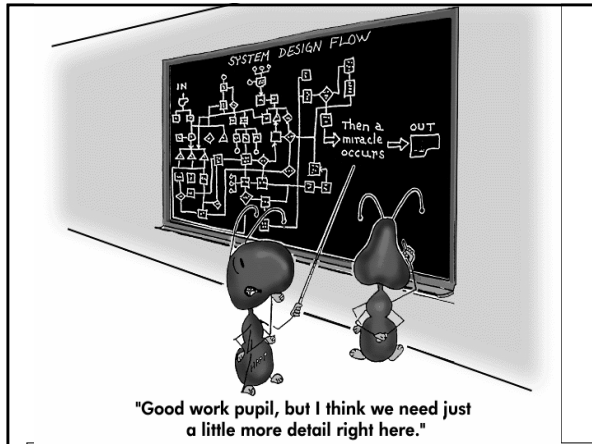
- Begin with an understanding of the stages of team growth
 - Forming
 - Storming
 - Norming
 - Performing

The Forming Stage: Creating the Program

- Energy
- Excitement
- Nervousness
- Testing the boundaries and leadership's commitment

Strategies for Success

- Begin with the basic activities & plan to implement additional activities as your program gains strength
 - Basic patient consultations
 - Supervise competency documentation (Infusion pumps, etc.)
 - Basic unit education (1-3 inservices/yr)
 - "If you want someone to do a good job, give them a good job to do."



Strategies for Success

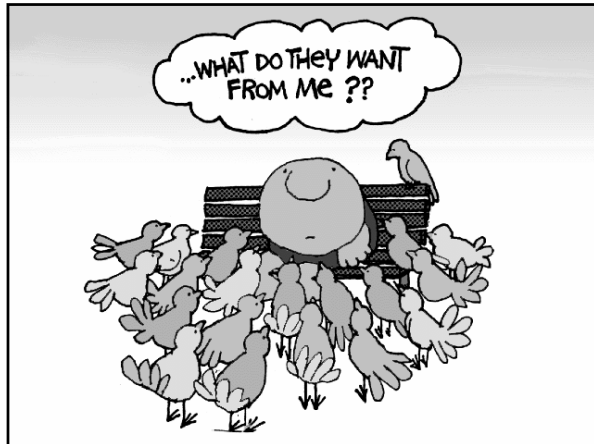
- Provide positive feedback
 - Personal (oral) thanks
 - Written thanks
 - Public praise
 - Morale-building meetings
 - CEUs for training and continuing education
 - Gifts / Door prizes / Certification Review Course / Scholarship to ASPMN / etc.

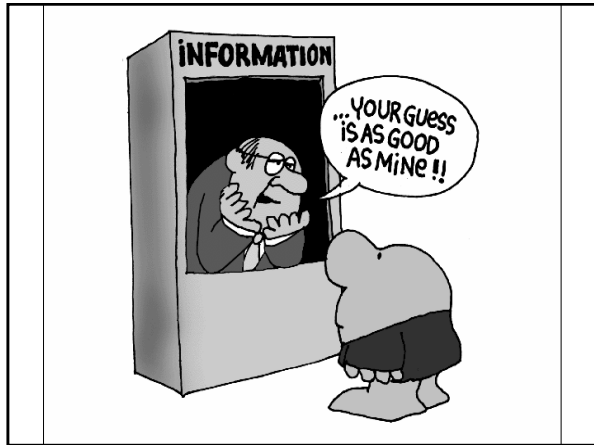
Strategies for Success

- Report success stories
 - Institutional newsletters
 - Reports to administration / management
 - Present during Medical Staff Meetings
 - Presentation in PRN meetings / training
 - Provide a way for patients to give feedback

Surviving the Storming Stage

- Panic
- Realize the difficulties
- Impatient about the lack of progress
- Question leadership
- Progress is minimal



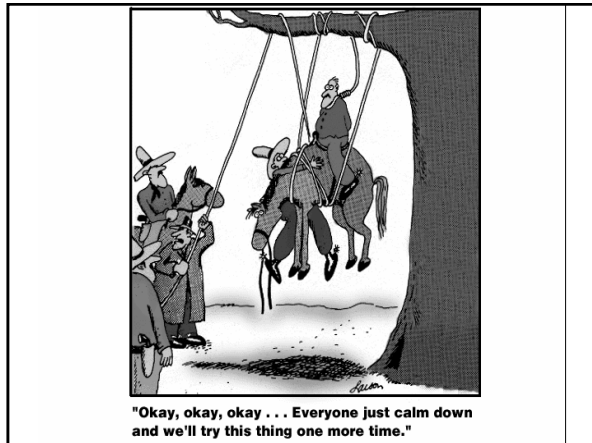


Strategies for Success

- Reinforce training and provide support as skills are developed
 - Clearly define responsibilities and be sure they understand them
 - Be sure they have the training necessary to be successful
 - Give too much information rather than not enough

Strategies for Success

- Avoid adding responsibilities
 - Allow success with what is already required
 - Provide special projects for those who are ready
 - Be ready to support one-on-one those not succeeding with some responsibilities



Creating the Norm

- Accept responsibilities
- Follow ground rules
- Roles are established
- Support grows
- Fear disappears
- Belief that goals can be accomplished

Strategies for Success

- Begin to build on responsibilities
 - Journal articles / Journal club
 - Quality assurance activities
 - Determine clinical guidelines and policy
 - Patient education materials
 - Assist with roll-out of change

Performance Changes Practice

- Growth in relationships
- Insights into behavior
- Substantial progress towards goals
- Working at peak efficiency
- Working together to achieve



"So, then . . . Would that be 'us the people'
or 'we the people'?"

Strategies for Success

- Begin to look at outcomes
 - Case studies
 - Clinical research
 - Quality improvement projects
 - Standards of care

*Many of us are
more capable than
some of us ...
..but none of us
are as capable as
all of us !!*



Questions?