Journey to Pain Certification: A Successful Group Effort

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Objectives

• The participant will be able to list the steps to take to organize a "Group Effort for Nursing Pain Certification" at his/her organization.

Certification Support policy: Review & understand!

Exact what support is offered????

• Full-time, Part-timers, Per-diem (same or pro-rated?)
• Cost covered
  • Percent (100%, or other?)
  • Maximum dollar amount (per year?)
• What is covered?
  • Exam registration fee
  • Review course cost
• Certification limit
  • Per year? (Calendar or Fiscal year)
  • Lifetime of employment max?
• How paid
  • Up front? (what if fails exam?)
  • Reimbursement? (pass or fail?)
Your Institution’s "Certification Support" Policy

Make copies & distribute.

 Invite a HR rep come to explain policy & answer questions.

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• Identify a target group of Nurses
  • Select ONE particular unit or group:
    ○ Oncology unit
    ○ PACU
    ○ Nurses on hospital’s Pain Committee

• Develop a realistic "Timeline" (then double it!)
  • How much time?
  ● Frequency & length of meetings?
  • Find a meeting time that works for most
  ● Ideal if you can do this with an existing group

• Pitch idea to administration to get "Buy In"
  • How much meeting time are you requesting?

First meeting: Goal - Generate Excitement!

• Information Session" (no commitment yet!)
• Develop Communication method (ie: email)
• "Select a "Co-Chair"
• Expectations
  – Responsible for reading info sent via email
  – Responsible for communication with own manager!!
  – Goal is to have Nurses Register for exam within 6 months
• Develop a meeting / Study schedule
  – Emphasis they will also need to self-study (but will receive guidance & support)
• Advantages of Pain Certification
  – Can use: talking points, power-point, etc
Who are Pain Management Nurses?

- ICU Nurse
- Research Nurse
- Oncology Nurse
- Nurse Educator
- PACU Nurse
- Emergency Dept Nurse
- Nurse Practitioner
- Home Care Nurse
- Outpatient Clinic Nurse
- Palliative Care Nurse

*Almost any nurse can be a Pain Management Nurse!*

The sky is the limit on the Ladder of Professional Opportunities in Pain Management Nursing.

- **Step 1**
  Education in Pain Management
Use evidence-based references

PAIN Education - Online

- Pain Med; www.painedu.org
- Nurse.com  http://nurse.com
- RN CEUs.com  www.rnceus.com
- Medscape  www.medscape.org/nurses
- Meniscus  www.meniscus.com
- Pain.com  www.pain.com
- Quest Med Ed  www.questmeded.com
- Emerging Solutions in Pain  www.emergingsolutionsinpain.com
- AMERICAN MEDICAL ASSOCIATION - Pain Management Series  www.ama-cmeonline.com/pain_mgmt
- *Pearls Review*  www.pearlsreview.com

Need PAIN Contact Hours?

Step 2:
Collaborate with other professionals interested in Pain Management.
The ASPMN: American Society for Pain Management Nursing's mission is to advance and promote optimal nursing care for people affected by pain by promoting best nursing practice. This is accomplished through education, standards, advocacy, and research.

We all belong to the ASPMN! (American Society for Pain Management Nursing)

http://aspmn.org

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Step 3:
Board-Certification in Pain Management
The Pain Management certification exam is a partnership between the:

- American Nurses Credentialing Center (ANCC)
- American Society for Pain Management Nursing (ASPAN)

**Eligibility Requirements:**

- Minimum 2 years experience as an RN
- Practice in a role that involves Pain Management
- 30 Contact Hours in 3 years (15 need to be Pain Specific)

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**Goal**

- To increase certification in Pain Management over the next year
- These nurses will act as a resource on their units for pain management.
- And act as change agents at the hospital & health system levels.

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**Gathering Contact Hours**

- Required to have 30 hours (total) of continuing education within three years prior to taking exam. At least 15 in Pain Management
  - For example:
    - 30 Total (15 Pain + 15 other)
    - 30 Total (20 Pain + 10 other)
    - 30 Total (all 30 in Pain)
    - Any combination, as long as minimum 15 is in Pain
- Each nurse must identify how many Contact Hours he/she already has toward this criteria & what is needed.
Our target group was our “Pain Resource Nurse” Team

- A group of direct-care nurses
- Various areas of practice – trauma, critical care, maternity, orthopedics, rehabilitation
- Dedicated to increasing awareness of pain management for our specific pain populations and serving as a resource to our colleagues.

Study Resources

- Study resources (our Hospital Library agreed!)
  - Core Curriculum
  - Practice Exam
  - Study Guide
    - We checked them out of Library for meetings
    - We took turns reading questions aloud
    - Members could also optionally purchase own (ASPMN website)

- Free CEU websites
  - APN regularly sent out emails with links (example below)

Study Binder contents

- Designed by an Advance Practice nurse to provide a guideline to Pain Management Certification
  - Provided to individuals who express interest in studying for pain management exam and commit to taking the
- Certification Policy & application (hospital)
- Certification application (ANCC)
- Test Content Outline (ANCC)
- Link to online Sample test (ANCC)
- List of Free CEU websites
- Pain Management Reference List
- ASPMN membership application
ANCC Online Sample Test
do together as a group

RESERVE A ROOM WITH A COMPUTER

http://www.nursecredentialing.org/PainMgmt-SampleTest.aspx

Maintain Engagement

- Team approach
- Study sessions as a group
- Group discussions
- Study sessions led by team member (rotating)
- New pain topic every meeting
  - PRN (Pain Resource Nurse) Modules
- Team provided with multiple CEU websites, and reference material

Our Accomplishments

- To date 16 nurses board certified in Pain Management at our institution.
- Currently developed a mentor program to aide peers in obtaining certification.
- Active Pain Resource Nurse Team promoting pain management at all levels.
- Successfully changed medication timing for long acting opioids at the system level.
  - Showcase your accomplishments.
  - Connect a patient story with stats......compelling!
Board-Certified Pain Management Nurses Making a Difference......

40 year old female with metastatic breast cancer

- Admitted to Hospital with new onset back pain
- Lumbar Spine Compression Fractures diagnosed
  - due to cancer metastasis to bone
- Pain not well controlled with short-acting oxycodone prn
- Started on extended-release oxycodone 20mg pain medication three times a day

Patient is Difficult to arouse during the day......
But, awake with PAIN at night

Investigation by the: “Board-Certified Pain Management Nurses”

Extended – Release Pain medication

Twice a day:
- 9 a
- 9 p

Three times a day:
- 7 a
- 3 p
- 11 p
- 7 a
- 3 p
- 11 p
So why was this patient’s extended-release opioid ordered three times a day at:

9 a  
2 p  
8 p  

Irregular Intervals between doses:
5 hours
6 hours
13 hours (night)

How wide-spread was the irregular dosing issue?

Extended-release PO opioids

Correct
q 12 or q 8

Incorrect
BID, TID, PRN, etc

33% Orders were Irregular Intervals

6 month Total:
>1000 medication orders

Order page in CPOE:

Conclusion:
It was difficult & cumbersome for physicians to select the proper dosing intervals!
Reps from the Pain-Resource-Nurse Team took their concerns & proposal for change to the Health-System Pain Committee, and obtained their support.

As a result of this; the Pain-Resource-Nurse team, in collaboration with Pharmacy, worked with the IT department to change the selections in CPOE so that the “default” is now q 12 hour or q 8 hour dosing.

It is now EASY for Physicians to Choose the “Right” dosing intervals

Now there are only safe choices!

Extended-Release PO Opioids

Correct dosing  Irregular dosing

Before improvement  After improvement
The new order sets went into production in February 2011. We expect the incidents of irregular dosing to be significantly reduced if not eliminated totally. The Board-Certified Pain Nurses will continue to monitor the situation.

These changes will reduce the risk of opioid toxicity such as over-sedation and respiratory depression, with the additional bonus of improved pain control for our patients!

Future steps: Mentoring Program

- RN’s interested in becoming certified in Pain Management contact the Pain Resource Nurse Team Leader
- RN meets with team leader, discusses goals and criteria for exam
- RN provided with Pain Management study notebook and materials and criteria reviewed
- RN paired with Pain Resource Nurse Team mentor who is certified in Pain Management
- Discuss with Nurse Managers selecting one staff nurse per year to engage in mentoring process. Tie it to nurse’s yearly goal/eval.

Celebrate!
Pinning ceremony