Pain: Organizational Commitment to Pain Management in Your Facility

Key Steps	Key Elements
Develop an interdisciplinary workgroup	Identify key staff members to be involved: • DON, staff nurse, education coordinator, therapist, recreation staff, nutritionist, social worker, medical director. • Ad hoc members: administrator and pharmacist.
Analyze current pain management practices in your care setting	• Identify strengths and weaknesses regarding pain management. • Determine current practice. • Determine current staff knowledge. • Analyze current assessment tools and time frames compared to guidelines. • Make changes to current practice to meet guidelines.
Articulate and implement pain management practice consistent with guidelines	Policy and Procedures • Educate all staff about pain management. • Educate staff about policies and procedures. • Implement the policies and procedures.
Establish accountability for pain management	• Establish a person(s) responsible for monitoring that facility policy and procedures are being implemented. • Identify how often this process will take place. • Establish a pain team and meet on regular basis to review current practice related to pain management (oversight). • Unit-based team (charge nurse, CNA, therapy aide).
Provide information about pharmacologic and nonpharmacologic intervention to clinicians to facilitate order taking and interpretation and implementation of orders	• Identify a clinical expert in the facility. • Develop a reference area for pain management materials. • Provide education to staff (ongoing). • Establish competency of staff related to pain management. • Medical director to provide ongoing attending education related to pain management.
Promise individuals a quick response to their reports of pain	• Establish a facility commitment to pain management. • Educate resident and family on their right to pain management.
Provide education for staff	Provide education to all staff on all areas of pain management on an ongoing basis.
Continually evaluate and work to improve the quality of pain management	Establish a continuous process for evaluating the following: • Assessment of pain/reassessment of pain. • Care planning/implementation of the care plan. • Resident response and satisfaction with pain management.

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