

JOB DESCRIPTION

Job Title: Consultant AHP/Nurse (Stroke-Rehabilitation)

Band: Band 8C

Responsible To: Stroke-Rehabilitation Service Lead

Accountable To: Stroke-Rehabilitation Service Lead

Section/Department/Directorate: Medical Directorate

Job Purpose:

- An expert and autonomous practitioner in the assessment and rehabilitation of patients with stroke or neurological conditions, with significant clinic skills in one rehabilitation profession.
- Work with medical and commissioning colleagues to assist those being cared for outside of the catchment area to be repatriated to the most suitable location.
- Act as a trusted assessor to identify and facilitate transfer of complex rehabilitation patients requiring access to specialist or tertiary rehabilitation centres.
- Provide clinical leadership and expert professional advice to patients, carers and staff.
- Provide strategic leadership on service development and redesign of innovative local and regional care pathways in collaboration with stakeholders, to optimise patient care and efficiency within the field of stroke and neuro-rehabilitation.
- Undertake clinical audit and research in specialist field, and ensure the maintenance of clinical excellence.
- Contribute to the development of specialist training and education programmes.
- The majority of the post-holder's portfolio will be spent in direct autonomous clinical practice having clinical responsibility for a defined cohort of patients.

Context:

The Trust's Stroke and Neuro-Rehabilitation Services sit under the remit of the Medicine Division. The stroke rehabilitation ward, where the post is situated is a 16-bedded ward caring for patients with stroke rehabilitation potential. The post holder will contribute to the establishment of a high quality stroke service across Eastern Devon and network delivery model of stroke care and trauma rehabilitation across the Peninsula.

Key functions of the role include the four pillars of consultant practice:

- 1 Clinical leadership and consultancy
- 2 Expert practice
- 3 Education and development
- 4 Practice and service development linked to research evaluation

Caseload Management:

The post holder will:

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- Be responsible for the development and leadership of the rehabilitation beds on the stroke rehabilitation unit, including admission, discharge and patient care.
- Be the responsible clinician for a defined caseload of patients.
- Work across the entire pathway to facilitate the development of a co-ordinated service for patients with stroke, and for those needing stroke-rehabilitation within area.
- Maintain and develop relationships with external partners (e.g. level 1 and 2 specialist rehabilitation units, Peninsula Trauma Rehabilitation Network) to optimise transitions of care.
- Be accountable for delivery of stroke rehabilitation.

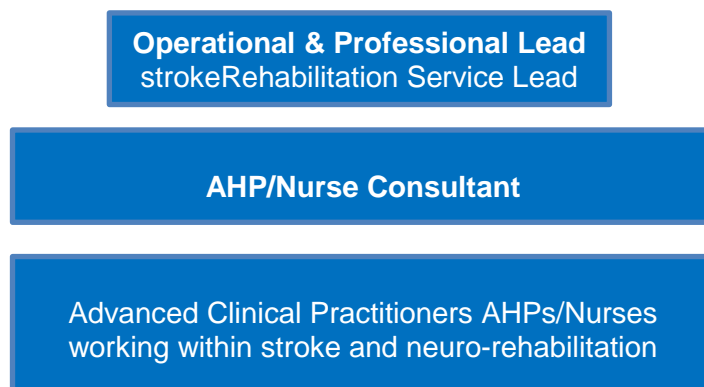
Key Working Relationships:

To establish effective communications amongst all staff within the service thus creating conditions conducive to good patient care, service development and delivery.

To work collaboratively with:	Frequent	As Required
Head of Physiotherapy and Occupational Therapy Services		√
stroke-Rehab Service Lead	√	
Rehabilitation Staff	√	
AHP/Nursing Leads within NDHT		√
Therapy Leads across the Peninsula		√
Patients, relatives and carers	√	
Multidisciplinary team members	√	
GPs and other practice staff		√
Clerical staff		√
Out of area referring agents		√
Social Services		√
Voluntary agencies		√
Independent Sector		√
Community Equipment Store		√
Other specialist services eg orthotist, EMC	√	
PALS and the public		√
Commissioners		√

The post holder is required to deal effectively with staff of all levels throughout the Trust, the wider Healthcare community, external organisations and the public. This will include verbal, written and electronic media.

Organisational Chart:



Key Result Areas/Principal Duties and Responsibilities

Communication & Relationship Skills

- Provide and receive highly complex, sensitive and contentious information related to patient condition and prognosis.
- Use highly developed skills in motivating, negotiating, counselling, training, listening, empathising and reassuring a variety of personnel, professional groups and organisations (e.g. patients, carers, other healthcare organisations, DPT, Social Care, voluntary organisations, higher education, leisure industry).
- Communicate very sensitive, complex condition related information to patients and relatives including:
 - Discussing information relating to diagnosis, prognosis, physical and functional recovery and life style adjustments to patients and their relatives as well as providing an advocacy role.
 - Regular and spontaneous use of verbal and non-verbal communication tools to discuss highly complex information about underlying influences, prognosis, and progression of rehabilitation and treatment programmes with patient or carer. This will include patients who present with barriers to understanding due to challenging emotional, behavioural, psychological, cognitive and communication needs.
 - Frequently imparting unwelcome news. This will include clinical and non-clinical communication with patients, carers and multidisciplinary professionals in a variety of settings including issues of best interest and safeguarding.
 - Using strategies to motivate patients who are complex, have learning disabilities or have limited communication to comply with their treatment plan.
- Demonstrate leadership skills including inspiring and sustaining the commitment of colleagues; facilitating team working within the multidisciplinary teams to ensure effective multidisciplinary working; encouraging interdisciplinary and interagency collaboration with professional leads, service managers, and consultant physicians to improve the quality of stroke and neuro-rehabilitation. On occasions this may require conflict resolution skills.
- Work collaboratively with line managers and service leads across organisations to ensure that positive links are established and maintained to develop the skills and working practices of all services involved in stroke and neuro-rehabilitation, delivering health gains for patients.
- Present complex and specialist information in a range of formats to Executive and Directorate managers, Heads of Services and Clinical Leads relating to service planning, changes of clinical practice, complaints, and plaudits. Complex information will require communicating, which may have financial and human resource implications, as well as discussion about meeting targets and the quality of service delivery.
- Represent the Health Service at local, regional and national and international level, in the form of lectures, presentations, training, with higher education and professional body working parties.

Analytical and Judgement Skills

- To be responsible for clinical leadership of the stroke-rehabilitation service.
- Demonstrate through the use of highly developed decision-making and interpersonal skills, thorough and rapid assessment of the patient's conditions in a holistic and therapeutic manner, to facilitate diagnosis and rehabilitation.
- Analyse, compare and interpret complex clinical information which may be conflicting: use highly developed advanced clinical reasoning and specialist knowledge to determine accurate clinical diagnosis, prognosis, formulation and specialist management options for a wide range of highly complex conditions in relation to rehabilitation.
- Interpret assessment findings and using clinical reasoning to refer for relevant diagnostics (e.g. imaging) and onto other professionals e.g. neurologist, orthotist, tertiary centres for rehabilitation.

- Acts as clinical governance lead for the service. Identifies and learns from all patient safety incidents, demonstrating improvements in practice following the Risk management policy.

Planning and Organisational Skills

- Contribute to and often take lead for specific projects related to strategic planning, service development, education and training in field of stroke rehabilitation both locally and regionally.
- Work collaboratively with multidisciplinary leads to contribute to strategic planning, decision making and policy setting, sharing responsibility for multidisciplinary service development and delivery within and across organisations (e.g. DPT, social care, voluntary services, higher education providers).
- Analyse and interpret complex facts and situations regarding workforce and the service to highlight outcomes/needs/ issues, and plan and contribute to actions required for improvement (e.g. skill-mix review, co-production for service-improvement, service and pathway reviews, implementing new models of care, monitoring key performance indicators, implement quality assurance initiatives and audit)

Physical Skills

- Demonstrate highly developed dexterity, coordination, sensory and palpatory skills for assessment, manual handling and treatment of patients with complex and specialist needs, whilst carrying out functional rehabilitation, mobilisation, manipulative and ultrasound and EMG guided intramuscular injection procedures on a daily basis. This would require moderate physical effort over short periods.
- Assess, prescribe and demonstrate the safe use of highly specialist and non-specialist equipment in a variety of settings.
- Demonstrate highly developed computer skills to maintain patient records, prepare reports, prepare and deliver presentations, clinical audit, research and support other organisational need and clinical practice.

Responsibility for Patient and Client Care

- Demonstrate a highly specialist level of expertise in stroke rehabilitation practice, with highly developed clinical treatment skills and competence in direct patient care; this aspect will be undertaken for at least 50% of time.
- Clinically accountable to the Trust for the delivery of Stroke-Rehabilitation Services.
- Perform as an autonomous practitioner and be responsible for the assessment, management and evaluation of all aspects of highly specialist caseload of complex patients with diverse, challenging physical, cognitive, communication and social needs or multi-pathology, and be professionally and legally accountable for all aspects of own work.
- Work closely with other professionals, providers, carers and the patient to ensure effective and efficient delivery of service to meet the needs of the patient.
- Provide expert opinion to patients and consultancy level advice to colleagues (medical staff, GPs, therapists, nurses, community health and social care teams, heads of service, professional Leads, line managers) regarding the best evidence based management of patients.

Responsibility for Policy and Service Development

- Provide expert opinion to inform strategic planning of Stroke, Neurology and rehabilitation services in eastern Devon and the Peninsula, crossing professional and organisational boundaries, and able to operate at and influence Trust Board policies.
- Propose, consult and lead on the development, implementation and evaluation of protocols, trust policies and multidisciplinary integrated care pathways, in line with local and national

recommendations (e.g. 10 year plan, particularly those related to rehabilitation, and longer term support), crossing professional and organisational boundaries (e.g. voluntary sector, higher education providers, Social Care), to ensure the development and delivery of the most effective and efficient service.

- Lead the development of modernised rehabilitation services for patients with neurological conditions in Eastern Devon, providing a high standard of professional leadership and clinical governance to improve access to, and delivery of high quality patient care along integrated care pathways.
- Participate in Devon-wide clinical governance, working with other professional leads across professional and organisational boundaries (e.g. Peninsula Trauma Network repatriation and rehabilitation pathways, Stroke Network pathways).
- Contribute to the Trust and wider rehabilitation service strategy and business plan to ensure that the organisations strategic plans are supported by developments within services to assist the trust to achieve its performance targets

Responsibility for Financial and Physical Resources

- Play an active role in budget setting for stroke-rehabilitation, advising on skill mix and resource required to meet strategic vision.
- Responsible as an authorised signatory for ensuring best value purchasing of specialist equipment/supplies on the stroke-Rehab budget.
- Responsible for ensuring the safe and efficient use of specialist equipment and interventions (e.g. botulinum toxin for spasticity)
- Work within annual budgetary limitations and to be responsible for the use of resources in the most efficient and effective way.
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- Evaluate and adjust skill mix within team to meet the demands of the service within financial envelope.
- Responsible for the recruitment, selection and appointment of staff.

Responsibility for Human Resources

- Responsible for the clinical leadership of a team of qualified and non-qualified staff ensuring excellence and effectiveness of rehabilitation including the development of evidence based practice and assuring clinical governance.
- Responsible for the clinical supervision of advanced clinical practitioners within the service.
- Support workforce planning and development of new models of delivering care and rehabilitation in relation to stroke and neuro-rehabilitation
- Demonstrate a commitment to lifelong learning (both for self and colleagues) so that the concepts of education and development will be integral to practice, enacted and promoted, with the overarching aim of enhancing care.
- Identify education, training and development needs of self and colleagues across the multidisciplinary team, including supporting the development of advanced clinical practice. Develop and provide specialist training in clinical practice and promote and facilitate shared learning across organisations.
- Disseminate specialist knowledge 1:1, to small groups, and at national and international conferences.
- Liaise with academic institutions to develop educational programmes that are relevant to clinical practice and ensure that the opportunity to expose students (both pre and post-graduate) to credible, visionary practitioners is maximised through appropriate colleagues. Educational links should promote multidisciplinary working.
- Participate in the Trust's annual appraisal scheme as both appraiser and appraise. To ensure that a robust system of CPD is in place for staff at every level in order that professional registration within

the HCPC can be maintained within the legal requirements for practice. To take appropriate action if any member of staff falls below this standard.

Responsibility for Information Resources

- Maintain accurate comprehensive and up to date documentation, in line with legal, departmental and professional standards of practice.
Collect clinical outcome data and occasionally produce documents, reports and briefings of the highest quality to support and develop specialist service area.

Responsibility for Research and Development

- Monitor standards and quality of care against the national guidelines and national service frameworks, including design and evaluation of multi-professional systems of audit, ensuring clinical excellence.
- Regularly use audit to critically analyse own performance and that of others, within the team.
- Develop and implement high quality, patient-focused stroke and neuro-rehabilitation services through co-production with service users and other stakeholders, ensuring patients, their carer's and service users views are sought and taken into account in designing, planning and delivering the service.
- Constantly and systematically monitor and evaluate with staff, internally and externally, the effectiveness of patient care. Actively promote patient centred care at all levels, clearly articulating the benefits, or in its absence, the consequences.
- Responsible for publicising and disseminating ideas on good practice both through the writing for professional publications and the development of guidelines, protocols and educational material for use by staff and patients.
- Build on the links with local universities to develop the research element of this post.
- Explore research and practice development opportunities within services and provide direction and support for staff wishing to engage with the research process.
- Utilise research findings, and initiate own research to support practice development. This will include identifying research priorities, linking with national projects, securing research funding when required, and conducting projects.

Freedom to Act

- Clinically accountable for the stroke-Rehabilitation Service, and collaborate with colleagues to work as a practitioner whose expertise demonstrably improves patient outcomes and experiences of healthcare interventions in the rehabilitation and treatment of stroke rehabilitation patients.
- Act as an autonomous practitioner through "hands on" or facilitation and consultation, assume clinical leadership for a case load including the care of stroke rehabilitation patients with complex needs.
- Frequently establish how reports, briefings, relevant clinical guidelines and professional guidelines, should be interpreted and implemented locally.
- Responsible for delivering an improved service for stroke rehab patients across the Health community, ensuring ongoing delivery of seamless evidence based service
- Promote the development of services and influence strategic direction to assist in delivery of high quality, cost effective care and prevention.
- Contribute through professional organisations to inform national and international developments in best practice.

Physical Effort

- Carry out assessments and treatments of people with severe physical, cognitive, behavioural and sensory impairment and poor mobility with frequent intense physical effort on a daily basis e.g. handling of heavy body parts. This would require moderate physical effort over several short periods of static postures kneeling, crouching, crawling, twisting, bending, and stretching on a daily basis.
- Provide expert manual handling assessment, ergonomic education and advice on continuing management to patient and members of the multidisciplinary team/family/carers. Demonstrate highly developed dexterity, coordination, sensory and palpatory skills.
- Required to travel to a variety of locations on a weekly basis to meet service requirements and to attend leadership, management and clinical governance meetings.

Mental Effort

- Required to have frequent prolonged periods of concentration for report writing, using VDU and delivering clinical care, with frequent interruptions to attend to urgent patient/staff needs.
- Able to use a wide range of highly developed reasoning and research skills (for at least 50% of time in total).
- Intense concentration required on a daily basis whilst delivering care to complex cases and while undertaking research analysis and management tasks with persistent interruptions.
- Flexible to the demands of the work including unpredictable work patterns.

Emotional Effort

- Working regularly with patients with communication difficulties, learning disabilities, mental health conditions, challenging behaviour will require emotional effort and a flexible and highly specialist approach to therapy.
- Demonstrate a high level of interpersonal and communication skills to deal with patients, relatives, carers and staff with extremely high levels of distress, anxiety, frustration and anger and to frequently impart unwelcome news (several times per week) and occasionally impart bad news regarding diagnosis and prognosis to patients and carers.
- Demonstrate the ability to cope with potential staff difficulties and conflict across the multidisciplinary team. Deal effectively and efficiently with issues of conflict, complaint and concern with the ability to resolve highly complex, sensitive or contentious issues.
- Able to make calm, rational decisions under stressful situations on a daily basis.
- Use highly developed communication, negotiation and persuasive skills at a range of levels across a variety of professional groups and organisations.
- Motivate and negotiate with staff using highly developed listening and persuasive skills to implement change within the service and manage any other impact on other service areas.
- Deal effectively and efficiently with issues of complaint and concern. Demonstrating listening and empathic skills with the ability to resolve potential contentious issues.
- Able to meet the pressures of delivering organisational targets.

Working Conditions

- Work as a lone practitioner in changing & demanding community settings, e.g. patients' homes. This may require working in restricted positions or limited space and can often involve hot/cold temperatures, cluttered, noisy environments and unhygienic environments.
- Working with patients with a wide range of complex conditions involves exposure to unpleasant working conditions on a daily basis including contact with bodily fluids such as blood, sputum, urine, and vomit.
- There will be frequent exposure to significantly distressed and challenging patients with occasional exposure to verbal and physical aggression.
- Ability to work in shared space with often noisy and frequent interruptions.

GENERAL

This is a description of the job as it is at present constituted. It is the practice of this organisation periodically to examine employees' job descriptions and to update them to ensure that they relate to the job as then being performed, or to incorporate whatever changes are being proposed. This procedure is jointly conducted by each manager in consultation with those working directly to him or her. You will, therefore, be expected to participate fully in such discussions. It is the organisations' aim to reach agreement to reasonable changes, but if agreement is not possible management reserves the right to insist on changes to your job description after consultation with you.

We are committed to serving our community. We aim to co-ordinate our services with secondary and acute care.

We aim to make all our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so. We will share our knowledge with neighbouring healthcare agencies and professionals.

We recruit competent staff whom we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will pay staff fairly and recognise the whole staff's commitment to meeting the needs of our patients.

The Trust operates a 'non smoking' policy. Employees are not able to smoke anywhere within the premises of the Trust or when outside on official business.

All employees must demonstrate a positive attitude to Trust equality policies and Equality Scheme. Employees must not discriminate on the grounds of sex, colour, race, ethnic or national beliefs, marital status, age, disability, sexual orientation, religion or belief and will treat patients, colleagues and members of the public with dignity and respect.

If the post holder is required to travel to meet the needs of the job, we will make reasonable adjustments, if required, as defined by the Equality Act 2010.

SAFEGUARDING

To be fully aware of and understand the duties and responsibilities arising from the Children's Act 2004 and Working Together in relation to child protection and safeguarding children and young people as this applies to the worker's role within the organisation.

To also be fully aware of the principles of safeguarding as they apply to vulnerable adults in relation to the worker's role, which will include recognising the types and signs of abuse and neglect and ensuring that the worker's line manager is made aware and kept fully informed of any concerns which the worker may have in relation to safeguarding adults and/or child protection.

Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.

HEALTH AND SAFETY AT WORK

The employer will take all reasonably practical steps to ensure your health, safety and welfare while at work. You must familiarise yourself with the employer's Health & Safety policy, and its safety and fire rules. It is your legal duty to take care for your own health and safety as well as that of your colleagues.

CONFIDENTIALITY

You may not disclose any information of a confidential nature relating to the employer or in respect of which the employer has an obligation of confidence to any third party other than where you are obliged to disclose such information in the proper course of your employment or as required by law. Any failure to comply with this term of your employment will be treated as an act of misconduct under the employer's disciplinary procedure.

JOB DESCRIPTION AGREEMENT

Job holder's Signature:

Date:

Manager's Signature:

Date:

PERSON SPECIFICATION**POST :** Consultant AHP/Nurse Neuro-Rehabilitation

REQUIREMENTS	E/D *	HOW TESTED? Application Form/Interview/ Reference/Test	INTERVIEW COMMENTS	SCORE (1 Low – 10 High)
<u>QUALIFICATIONS/SPECIAL TRAINING :</u> Diploma/degree in professional qualification for either an AHP or nursing profession. Current HCPC/NMC registration Doctorate level qualification / working towards A minimum of Master level education, in pertinent area related to neurological care/ rehabilitation. Highly developed specialist knowledge supplemented by recent postgraduate courses relevant to stroke & neurological rehabilitation. Qualification to enable prescribing if relevant to profession. Leadership training of a national recognised level suited for expert clinical leaders.	E E E E E D D			
<u>KNOWLEDGE/SKILLS</u> Ability to demonstrate highly advanced clinical reasoning skills. Ability to take a lead role in Clinical Governance and its implications for services including experience of quality and safety issues and leading audit. Ability to influence others inspiring confidence in those from different professional backgrounds. Proven change management skills. Ability to work as an autonomous practitioner at the highest level.	E E E E E			

<p>Remain updated with professional practice and new research with evidence of personal contribution to the evidence base.</p> <p>Understand the legal responsibilities of the professions.</p> <p>High level communication skills including excellent presentation, verbal and written skills being able to influence at all levels and produce work of publishable quality.</p> <p>Highly developed interpersonal skills with the proven ability to influence at all levels. Forward thinking, dynamic, self-directed leadership qualities.</p> <p>Ability to organise and prioritise workload of self and others motivating the multi-disciplinary teams.</p> <p>Ability to cope working in a stressful environment and with emotional or aggressive patients and carers and staff.</p> <p>Well-developed IT skills with the ability to produce reports and presentations using Word, Excel, PowerPoint etc...</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>			
<p><u>EXPERIENCE:</u></p> <p>Evidence of highly advanced clinical practice in relation to specialist area.</p> <p>Experience as a multi-disciplinary team/service leader and evidence of strong leadership skills with the ability to propose and manage service development communicating potential impact on service users and others.</p> <p>Team member with ability to contribute at corporate level</p> <p>Experience of advanced problem solving</p> <p>Evidence of project work to enhance service development</p> <p>Evidence of delivering training and education to a variety of professional groups and levels</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>			
<p><u>PERSONAL REQUIREMENTS:</u></p> <p>Able to influence and lead a service.</p>	<p>E</p>			

<p>Effective organisational and management skills including time management.</p> <p>Ability to deal with and resolve confrontation, aggression and challenge through a highly developed interpersonal and communication skills.</p> <p>Highly developed communication skills with the ability to use empathic, motivation, negotiation and persuasive skills at a range of levels and across a variety of professional groups.</p>	E			
<p><u>OTHER REQUIREMENTS:</u></p> <p>Ability to travel and move frequently between sites and across Devon as required.</p> <p>The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.</p> <p>Ability to work in shared space with often noisy and frequent interruptions.</p>	E			

*Essential/Desirable

HAZARDS :					
Laboratory Specimens Proteinacious Dusts		Clinical contact with patients	√	Performing Exposure Prone Invasive Procedures	
Blood/Body Fluids	√	Dusty Environment	√	VDU Use	√
Radiation		Challenging Behaviour	√	Manual Handling	√
Solvents		Driving	√	Noise	√
Respiratory Sensitisers		Food Handling		Working in Isolation	√