

# Consultant in Rehabilitation Medicine



Make a difference  
in Fife



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## Section 1: PERSONAL SPECIFICATION

<b>CONSULTANT – REHABILITATION MEDICINE</b>		
<b>REQUIREMENTS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Qualifications</b>	<p>UK trained candidates must be on the specialist register or within 6 months of an approved CCT at the date of interview with a CCST in Rehabilitation Medicine</p> <p>Non UK candidates must have confirmation from the GMC that CESR has been awarded at the date of application</p> <p>MRCP (UK), FRCS, or MRCGP</p> <p>Evidence of regular appraisal, learning and continuous professional development</p>	<p>Higher qualification such as MD, MSc, or Diploma from the European Board of Physical and Rehabilitation Medicine</p>
<b>Clinical Skills and Experience</b>	<p>Experience in all aspects of Rehabilitation Medicine with additional experience in neuro-rehabilitation</p> <p>Evidence of ability to take full responsibility for independent management of patients.</p>	<p>Experience in general rehabilitation</p> <p>Experience in stroke</p>
<b>Teaching</b>	<p>Evidence of formal and informal teaching and training of Junior Medical Staff and medical students.</p>	<p>Evidence of teaching qualification or learning</p>
<b>Audit</b>	<p>Evidence of participation in audit projects</p>	<p>Designing and effecting audit programmes</p>
<b>Research and Publication</b>	<p>Evidence of understanding of research methods and critical appraisal skills</p>	<p>Evidence of innovative research, publications, and presentations</p>
<b>Management</b>	<p>Ability to innovate and lead service development</p> <p>Effective and efficient use of resources</p>	<p>Evidence of development of services for patients</p> <p>Previous managerial training and experience</p>
<b>General Attributes</b>	<p>Evidence of teamwork with colleagues in own and other disciplines</p>	<p>Able to motivate colleagues</p>

## **Section 2: INTRODUCTION TO APPOINTMENT**

Job Title:	Consultant in Rehabilitation Medicine
Department:	Sir George Sharp Unit
Base:	Cameron Hospital
Report to:	Dr Aylene Kelman, Clinical Director, FHSCP
Accountable to:	Karen Wright, Clinical Services Manager

### **Post Summary**

A unique and exciting opportunity has arisen within the Fife Rehabilitation Service for a Consultant in Rehabilitation Medicine to join an established multi-disciplinary team based at the Sir George Sharp Unit at Cameron Hospital.

This post offers the successful candidate an opportunity to join an established district rehabilitation service, at a time when NHS Fife is reviewing the provision and enhancement of neurorehabilitation for the county of Fife.

The unit provides expert assessment and rehabilitation for adults aged 16-64 years with neurological disability. The unit has 12 in-patient beds dedicated to an active in-patient rehabilitation programme which aims to provide a high standard of quality care and rehabilitation to people with a variety of neurological conditions with a particular emphasis on acquired brain injury, including major trauma.

The service is keen to promote research activities and the department plays a leading role in the National Managed Clinical Network for Brain Injury.

By joining us you will be part of a progressive team committed to diversity, excellence and achievement.

## **Section 3: DEPARTMENTAL & DIRECTORATE INFORMATION**

The appointee will join the present consultant who has been in post since 1992. At present Fife Rehabilitation Service provides assessment and rehabilitation on an inpatient, outpatient and community basis to those with neurological disability primarily in the 16-64 age group. It is anticipated that the successful applicant would complement the existing consultant by bringing appropriate additional skills and interests to the service.

Fife Rehabilitation Service was established in 1992. Originally based in Glenrothes Hospital the service moved to the Sir George Sharp Unit at Cameron Hospital in September 1995. The unit previously housed the Chest/Respiratory service for Fife – Cameron Hospital was the Infectious Diseases and Respiratory Hospital for the County until 1994.

FRS now provides the following areas of service

- In patient services for patients with neurological disability
- Outpatient services for patients with neurological disability
- Post diagnosis Service for patients with multiple sclerosis includes MS nurse specialists
- Brain Injury Service includes outreach nurse for brain injury
- Young Disabled School Leavers Service – CP, muscular dystrophies, TBI
- vocational rehabilitation
- environmental control assessment
- continuing care of severe brain injury e.g.PVS

The Sir George Sharp Unit comprises a 12 bed active rehabilitation ward, outpatient facilities and therapy departments/facilities and administration offices for the staff of FRS. The FRS interdisciplinary team comprises medical staff, specialist nurses, physiotherapy, occupational therapy, speech and language therapy, dietetics and clinical psychology. All the team are involved in providing inpatient, outpatient and community services. .

FRS provides a district specialist service to patients with a range of disabling neurological conditions including brain injury, stroke, degenerative and progressive neurological diseases such as multiple sclerosis, Guillain Barre Syndrome or polyneuropathy, non-traumatic spinal cord injury, and neurological tumours. FRS serves a district catchment population of 362,000. The service is led by the present consultant. An Associate Specialist has supported the consultant since 1993. The retirement of the Associate Specialist is one of the drivers to develop an additional consultant post as well as the CHP taking the lead to develop a functionally integrated neurorehabilitation service for the county and enhance the current services.

The rehabilitation service provides on-site outpatient facilities within a full range of therapy departments, providing follow-up treatment to patients discharged from the wards and treatment programmes to patients referred through the outpatient clinics. In addition the service has the flexibility to provide assessment and therapy input to the community where appropriate. Part of the role for this post will be to enhance outpatient services to West Fife.

A close working relationship with the acute hospitals in the region including the regional neurosciences centres in Edinburgh and Dundee is an essential element of the service. In reach is provided to the acute stroke unit in the acute hospital, Victoria Hospital Kirkcaldy, to identify patients whose rehabilitation might be more appropriately delivered by Fife Rehabilitation Service, and to other acute medical and surgical wards of those patients with deterioration of chronic neurological impairment in association with acute illness, or those with new neurological impairments arising from anoxic brain injury or post critical care neuropathy.

The Specialist MS nurses provide support for patients following diagnosis by the neurologists based at the acute hospitals

**Mobility & Rehabilitation Engineering** – There is close liaison with The South East Mobility & Rehabilitation Technology (SMART) Centre based at the Astley Ainslie Hospital in Edinburgh which provides a wide range of rehabilitation technology services including wheelchairs and special seating, prosthetics, orthotics, bioengineering, gait analysis, a Disabled Living Centre

and the national Scottish Driving Assessment Service. FRS holds a monthly orthotic clinic in conjunction with our own physiotherapists and NHS Fife orthotists.

## **Section 4: MAIN DUTIES & RESPONSIBILITIES**

The main duties and responsibilities for the post/s include the following:

### **Clinical Duties**

#### **In-patient services are currently configured as follows:**

**Sir George Sharp Unit** – 12 bed ward for active post acute rehabilitation. Approximately 80% of admissions are as a consequence of acquired brain injury.

#### **Out-patient services are currently configured as follows:**

Medical outpatient clinics – based in Sir George Sharp Unit at Cameron four clinic sessions per week, fortnightly Young Disabled School leavers Clinic. Fortnightly clinic at St Andrews Community Hospital. In addition, assessments are carried out for, and injection of botulinum toxin in selected patients both inpatient and outpatient

A range of therapy clinics and treatment programmes provided by the multidisciplinary team.

In-reach Services to acute hospitals – Consultant led in-reach is provided to acute hospitals principally with a view towards in-patient admission, but also with the aim of providing management advice for patients for whom in-patient rehabilitation might not be required.

The duties of the post holder will include the following:

### **Clinical roles**

- The medical assessment and review of patients referred for rehabilitation from hospitals within and out with Fife
- Managing the specialist rehabilitation requirements and ongoing medical conditions of appropriate inpatients
- Providing a lead role in the multidisciplinary rehabilitation team
- Ensuring appropriate outpatient follow-up of patients discharged from the unit.
- Providing an outpatient rehabilitation assessment and treatment service, accepting referrals from consultants and general practitioners
- Work in close collaboration with the national centres for acquired brain injury and spinal injury in Edinburgh and Glasgow respectively
- Liaise with other statutory agencies in Fife, mainly Social Work, Education & Employment and with various community and voluntary bodies.
- Leading audit, research and morbidity & mortality review within the department to ensure the delivery of evidence based services with high quality outcomes.
- Providing an immediate source of clinical advice to the non-consultant doctors, nursing staff and AHP staff in FRS
- Take a lead role in the further development and implementation of an integrated neuro-rehabilitation model for Fife

## **Academic roles**

While there is no formal academic role for this post it is expected the successful candidate will show a commitment to learning and teaching by participation in some or all of:

- Attendance at relevant courses
- Teaching and training of health professional staff within FRS.
- Teaching at undergraduate level of medical students at the University of St Andrews (optional non-contractual role)
- Participation in annual appraisal / peer review.

## **Cover for Consultant Colleagues**

Annual/Study Leave - You will be expected to work as a team to ensure continuity of care during planned leave, and to provide emergency cover for consultant colleagues during unexpected absence. If for any reason such deputising is not practicable, the Acute Services Division of NHS Fife will authorise the use of locum cover.

## **Teaching**

You will be expected to take part in formal teaching programmes within the Division where an active teaching programme exists for junior medical staff. Undergraduates from Dundee, St Andrews and Edinburgh universities are regularly attached to services. The unit is involved in clinical teaching of medical students.

## **Continuing Medical Education**

The Board supports and will require you to participate in continuing medical education (CME). You are entitled to 30 days paid study leave within any 3-year period, with expenses where approved for the purposes of CME.

## **Research**

Interest in research is welcomed and would be supported by Consultant colleagues.

There are excellent facilities for postgraduate education. There is a post-graduate library within easy reach. Directorate and hospital clinical / postgraduate meetings are held weekly in University term time and FRS has a weekly in service programme

The service is keen to promote research and staff have been involved in a number of projects over the years both individually and in collaboration with other departments and universities.

The department plays a leading role in the National Managed Clinical Network for Brain Injury, which exists to promote and support best practise in Brain Injury Rehabilitation across Scotland.

## **Clinical Governance**

NHS Fife's Acute Services Division is committed to maintaining a high quality of services to patients, with particular regard to patient safety, by continual development of practice in the light of research evidence and by audit based against relevant standards.

## Managerial/Administrative Responsibilities

You are encouraged to attend relevant meetings within the Fife Health and Social Care Partnership.

### Section 5: INDICATIVE JOB PLAN

<b>Contract:</b>	<b>Full-time</b>
<b>Programmed Activities:</b>	<b>8 plus 2 PA's</b>
<b>Availability Supplement:</b>	<b>Not Applicable</b>
<b>Out-of-hours:</b>	<b>Not Applicable</b>
<b>Managerially Responsible to:</b>	<b>Clinical Services Manager, Specialist In-Patient and Out-Reach Services</b>

Extra programmed activities may be negotiated between yourself and NHS Fife.

The job plan will be negotiated between yourself and the Clinical Director for Community Care Services annually.

Moving into the future, if this work pattern were to change and Consultants required to undertake scheduled work during out of hours periods. This will be part of the regular job plan and will be remunerated in line with nationally agreed terms and conditions of service, or your PA's will be reduced from 4 to 3 hours, in line with the 2004 Consultant contract.

### PROVISIONAL JOB PLAN

<b>Day</b>	<b>Hospital/Other Location</b>	<b>Type of Work</b>	<b>PAs</b>
Monday am	Cameron Hospital	DCC – Ward Round	1
Monday pm	Cameron Hospital	DCC – OP Clinic	1
Tuesday am	Cameron Hospital	DCC – Clinical Admin/ward work/ OP team meeting	1
Tuesday pm	Cameron Hospital	DCC – MDT case conference/meeting relatives	1
Wednesday am	Cameron Hospital	DCC – Clinical Admin/ward work/ OP team meeting	1
Wednesday pm	Cameron Hospital	SPA – Grand Round	1

		Audit/clinical governance/appraisal/job planning	
Thursday am	Cameron Hospital	DCC – OP Clinic	1
Thursday pm	Cameron Hospital	MDT Case Conference/meeting relatives	1
Friday am	Cameron Hospital	DCC – Clinical Admin/Ward Work	1
Friday pm	Cameron Hospital	SPA – CPD/Audit/Clinical Governance/Appraisal/Job Planning	1

## Section 6: CONTACT INFORMATION

Informal enquiries and visits are welcome and should initially be made to:-  
Dr Lance Sloan, Consultant in Rehabilitation Medicine

Telephone: 01592 643355 Ext 46812/46759

Email: [Lance.Sloan@nhs.scot](mailto:Lance.Sloan@nhs.scot)

Miss Karen Wright, Clinical Services Manager





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