#### Form JE 5



**Sco6 – 5871N JOB DESCRIPTION**

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| 1. JOB IDENTIFICATION |
| Job Title: **AHP Consultant, Rehabilitation**  Responsible to: Associate Locality Manager  Department(s): Rehabilitation across: Stroke, Neurology, Major Trauma  Directorate: Dundee Health and Social Care Partnership  Operating Division: NHS Tayside  Job Reference: Sco6-5871N  No of Job Holders:1 |
| 2. JOB PURPOSE |
| To provide strategic, professional, and clinical leadership to the development of the specialist rehabilitation services across stroke, neurology and major trauma for NHS Tayside.  To provide an expert clinical role within the service as an integral part of the senior medical/clinical team.  To lead the strategic development and clinical delivery of rehabilitation pathways through the key pillars of practice: -  Expert clinical practice  Professional leadership and consultancy  Education & Facilitation of Learning  Evidence, research, and development  To ensure that the rehabilitation service delivers high quality care and innovative service delivery, meeting clinical standards, to ensure that people with rehab needs from acute to community maintain and improve their physical progress. |
| **3. DIMENSIONS** |
| The AHP Consultant post is managed within the department of rehabilitation, Royal Victoria Hospital, Dundee Health, and Social Care partnership. The post holder will:  Deliver clinical expertise across the specialist rehabilitation pathway including specialist rehab inpatient beds, outpatient settings, acute care, and other acute ward areas where there are patients who would benefit from specialist rehabilitation.  Consultant-led outpatient clinics, plus domiciliary visits as required. Support of community rehabilitation services. Will have a continuing responsibility for the care of patients in their charge and will undertake the administrative duties associated with the care of their patients and an appropriate share in the running of the clinical department.  Provide strategic, professional, and clinical leadership for inpatient specialist rehabilitation and will act with the highest level of autonomy in strategic planning and delivery of specialist rehabilitation services.  Facilitate a seamless pathway for patients who require specialist rehabilitation across acute and community teams, supporting both educational and service need developments to enable the service user to maximise their quality of life.  Be responsible for providing an expert educational remit across professions working with higher education institutes to provide specialist lectures and to influence post graduate training and development of competences.  Have professional credibility and clinical experience to collaborate as an equal colleague with medical consultants and other disciplines.  Bring innovation and leadership in undertaking and facilitating research and audit and will lead on ensuring evidence based best practice is implemented in rehabilitation services.  Support and develop profession specific quality improvement groups to develop and deliver the clinical governance agenda and ensure clinical effectiveness in all settings.  Provide both highly specialist teaching and core training in range of rehabilitation related topics. This includes development of programmes for the wide range of AHPs, and others, working in rehabilitation and other health and social care professionals in collaboration with higher education institutions, national bodies and third sector organisations.  Coordinate continuous audit in clinical data collection.    Base: The post holder will have a designated base but could be expected to work in any of the following service areas – Inpatients, Outpatients, domiciliary, community, general rehabilitation, learning disability, medical, surgical, mental health, and neurology.    The post holder will work within a variety of designated NHS and non-NHS sites including Hospitals, Care Homes, Health Centres, Older Peoples Centres.    When working in the community and domiciliary settings, work as a lone practitioner.    Financial Responsibilities: Manage a non-recurring, variable delegated budget related to education and rehab specific projects.  The post holder will also indirectly influence the AHP workforce budgets within acute and HSCPs e.g., Professionally advising on use of AHP resources in stroke /neuro / major trauma rehabilitation services that are operationally managed across different sectors.    The post is employed within NHS Tayside and there is a requirement to work flexibly across Tayside to meet service demands. |
| 4. ORGANISATIONAL POSITION |
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| 5. ROLE OF DEPARTMENT |
| Allied Health Professionals (AHP) Services in NHS Tayside provide diverse and specialist clinical services to a range of patients and clinical conditions across a variety of settings in acute, community and partner organisations. These include patients referred to National and Tertiary services as well as local services for Tayside residents.  AHPs are autonomous practitioners specifically qualified to comprehensively assess a patient’s capabilities and to manage impairment to maximise potential and discharge from care. They enable children and adults to make the most of their skills and abilities, to develop and maintain healthy lifestyles by providing specialist diagnostic assessment and treatment services.  AHPs develop and deliver effective strategies to improve the health of the Tayside population in partnership with the delivery of Health & Social Care partnership strategic objectives.  The post-holder will be managed by the Associate Locality Manager, In-Patient Services and will have a Tayside wide remit for rehabilitation across acute services and the Health and Social Care Partnerships.  Rehabilitation Services sits within a variety of locations and clinical services across Tayside. This post will work across a wide range of clinical specialities and non-clinical agencies ensuring coordination of seamless care for patients requiring rehabilitation.    Key responsibilities of the service are:    Provision and coordination of rehabilitation to a diverse range of clinical conditions and patient types in a variety of environments across acute and community settings.  Development, implementation, and management of a Clinical Governance Strategy ensuring the delivery of high quality, safe care.    The role of this department is to coordinate and deliver high quality, safe rehabilitation across all elements of the patient pathway working in collaboration with medical, nursing and AHP staff as well as broader non-NHS stakeholders including social care staff, Health and Social Care Partnerships and the voluntary sector.  The post holder will be based within the In-Patient Rehabilitation Unit, Royal Victoria Hospital, Dundee, but will have a remit across traditional service boundaries in the acute sector, HSCPs, local authority and the voluntary sector.  The post will be structured around four pillars of practice, demanding highly advanced theoretical and practical knowledge of each function of: expert clinical practice for people with complex needs, consultancy, clinical and professional leadership, education and professional development, and research and evaluation. |
| 6. KEY RESULT AREAS |
| This post demands expert theoretical and practical knowledge of four pillars of practice.  Expert clinical practice  Professional leadership and consultancy  Education & Facilitation of Learning  Evidence, research, and development Expert clinical practice The AHP Consultant will work autonomously and be recognised as a clinical expert in their specialist field of neurological rehabilitation.    The features of expert clinical practice will be:  To be the clinical lead for AHP stroke and neurological rehabilitation services in Tayside, bringing innovation and influence through clinical and professional leadership, and by planning and providing strategic direction for specialist services in Tayside.  The post holder will be the clinical neurological rehabilitation lead in Tayside, working alongside neurological and stroke consultants who will have some ongoing clinical input into the management of highly complex patients receiving rehabilitation. They will act with the highest level of autonomy in strategic planning and delivery of clinical services. They will have a professional link to the Dundee HSCP AHP Lead and associated unprofessional lead.  The post holder will spend up to 50% of time providing expert practice / clinical consultancy for people who are rehabilitating following major trauma, stroke or other neurological conditions and injuries across Tayside, and will have sessions for clinical leadership, education and professional development and research and evaluation, integrating evidence into practice and creating innovative ways of incorporating new evidence into service delivery.  To be responsible for a client-centred service, working in partnership to provide seamless care across traditional health and social care boundaries, with team leaders, managers, and rehabilitation service providers in Tayside.  To work in partnership with other healthcare professionals/agencies and influence the development of innovative, effective multidisciplinary ways of working, via coordinated and integrated approaches to care, guiding and developing best practice clinical guidelines and standards, locally, and contribute to the process nationally in order to enable the delivery of specialist rehabilitation services.  **Managerial / Leadership**  To be responsible for influencing and implementing the national and local strategy and to be accountable for guiding the local agenda to deliver an equitable and quality service. The AHP consultant will lead a review of the patient’s rehabilitation pathway from acute to community care, encompassing the acute sector, health and social care partnerships, social care services and the voluntary sector to ensure equitable provision of services by appropriately trained professionals at the right time, in the right place.  The post holder will form part of the lead rehabilitation team for Tayside and will be a pivotal post in service review and strategic planning having professional credibility and clinical experience to collaborate as an equal colleague with medical consultants and other disciplines.  The post holder will have a national profile representing NHS Tayside providing direction and guidance on national major trauma, stroke, and neurological clinical guidelines / strategy when this is required as well as a lead role for local service standards development and implementation.  To advise the lead clinician(s) and the service managers regarding clinical developments and opportunities, and to support service change through evaluation of existing services and the implementation of innovative and new ways of working.  To develop and deliver service strategic plans to create a professional and operational framework for clinical practice, education and professional development, service delivery and research and evaluation.  To provide a source of expertise and, to guide and influence strategic planning process for neurological, stroke and major trauma services using the highest degree of professional autonomy in strategic planning, service delivery and evaluation and provide expert input into the health boards and HSCP quality strategy, including influencing and delivering the clinical governance agenda.  To identify and bridge service and professional gaps and work with other consultants and senior practitioners, to lead and develop services in Tayside. This includes the ability to process complex, sensitive, or contentious information, leading to strategic plans which will drive change.  **Education and Research**  Responsible for providing an expert educational remit across professional groups, working with Higher Education Institutes to provide specialist lectures and to influence post graduate training.  The post holder will bring innovation and leadership in undertaking and facilitating research and audit and will lead neurological services and specialised multidisciplinary teams to ensure evidence-based best practice and will ensure robust systems of evaluation are in operation.  To be responsible for influencing the development of, and for interpreting and implementing national, and local legislation, standards, guidelines, research evidence, policies and procedures for stroke and neurological rehabilitation services and for specialist multidisciplinary rehabilitation teams in Tayside.  To support NHS Tayside values of quality, teamwork, care and compassion, dignity and respect, and openness, honesty, and responsibility through the application of appropriate behaviors and attitudes. |
| 7a. EQUIPMENT AND MACHINERY |
| Be competent in the use of a wide range of equipment. Ensure that equipment in use is clean and safe, and regularly monitored for safety as per professional and organisational standards of practice.  Must ensure that all equipment issued by them is safe to use and be responsible for the safe and competent use of equipment they issue.    The following are examples of equipment which may be used when undertaking the role:    **IT Equipment:** Personal Computer, phones, mobile phone, telehealth units, teleconference, videoconference.    **Manual Handling equipment**: Mechanical Hoists, Samhall turner, Sliding boards,  Rope Ladders – to facilitate patient transfers. Walking aids.    Detail of equipment will be held locally and will depend on the work area.   Note: New equipment may be introduced as the organisation and technology develops, however training will be provided. |
| **7b. SYSTEMS** |
| The following are examples of systems which may be used when undertaking the role:    Maintaining patient records– documenting all patient interventions and non-direct contacts e.g. TRAK, Picture Archiving Communication Systems (PACS),   * Internet based clinical information sources e.g. E-Library * Update department shared drive/intranet site * Use of intranet to access information within NHS Tayside * Daily use of e-mail for communication * Microsoft Office - Formatting and populating spreadsheets and databases to produce statistics and reports as required.     **Note**:  New systems could be introduced as the organisation and technology develops; however, training will be provided.  **Responsibility for Records Management**  All records created in the course of the business of NHS Tayside are corporate records and are public records under the terms of the Public Records (Scotland) Act 2011.  This includes email messages and other electronic records.  It is your responsibility to ensure that you keep appropriate records of your work in NHS Tayside and manage those records in keeping with the NHS Tayside Records Management Policy and with any guidance produced by NHS Tayside specific to your employment. |
| 8. ASSIGNMENT AND REVIEW OF WORK |
| Working as an autonomous practitioner, the post holder will be expected to:  Demonstrate influential decision making regarding strategic direction of services at a national and local level with responsibility for establishing how policies should be interpreted for rehabilitation services.  Advise senior management and other lead clinicians of service needs and developments through provision of appropriate performance reports.  Be accountable for the development and implementation of local specialist rehabilitation services.  Lead and create a learning culture within the specialist rehabilitation service.  Influence student education in practice placements.  Create opportunities and facilitate quality improvement and research across the service.  Be accountable for leading and develop policy, procedures, and protocols to promote and maintain adherence to clinical governance, standards and guidelines, risk management and health and safety requirements.  Work independently as lead clinician on a day-to-day basis both clinically and professionally.  The specialist clinical caseload is generated by the specific needs of each clinical area. The post holder has sole responsibility for clinical management of a specialist caseload and will act independently within departmental and professional protocols/guidelines. |
| **9. DECISIONS AND JUDGEMENTS** |
| To be accountable for evaluating and identifying service strengths and gaps, clinical governance and clinical effectiveness agendas, education and research needs, and to create and develop innovative and robust methods to address these.  Display the highest level of professional autonomy in clinical decision-making and interventions, whilst displaying a high degree of awareness and understanding of national guidelines and standards.  Personal judgements and highly advanced clinical reasoning regarding clinical interventions with complex cases and supervision and development of other staff’s clinical reasoning in decision-making with their own caseload.  To use expertise to analyse, make judgements and problem solve in novel and highly complex situations regarding service delivery across multiple services and locations.  Highly advanced decision-making regarding the most effective use of assessment and treatment tools, in a wide variety of clinical settings and highly complex presentations.  Consultant level and highly autonomous decision-making regarding people’s options and future needs when discharging from one place of service provision to another and advising on complex planning over a range of services and locations, where appropriate.  To guide and implement appropriate referral systems for consultant-level interventions, ensuring adherence to an efficient system.  To influence and lead multidisciplinary decisions regarding service and clinical issues with due cognisance of political, clinical, and service strategies and priorities.  Influential decision making regarding strategic direction of services at a national and local level.  Highly autonomous decision making, regarding efficient time management, creating the most effective use of time and facility resources.  To advise senior management and other lead clinicians of service needs and developments.  To be accountable for the development and implementation of national and local initiatives.  To lead and create a learning culture.  To influence student education, in practice placements.  To create opportunities and facilitate clinical effectiveness and research across the service.  To be accountable for leading and developing policy, procedures, and protocols to promote and maintain adherence to clinical governance, standards and guidelines, risk management and health and safety requirements. |
| 10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB |
| Ability to manage the competing demands of the four pillars of practice with each demanding advanced theoretical knowledge and specialist clinical skills i.e., expert clinical practice, clinical and professional leadership, education and professional development, and research and evaluation.  Highest level of professional autonomy and decision-making to influence service development and strategic planning at a local and national level, to achieve equity of care for people across Tayside.  Challenging existing systems of working and introducing and facilitating change to provide innovative and new ways of delivering clinical and professional practice.  Varied and challenging demands for input from a high number of healthcare professionals, management and service users with high expectations of the consultant role.  Maintenance of credibility within a demanding, challenging and continually changing work environment with many outside influences on effective use of resources.  Frequent exposure to potentially unpleasant environments, open to verbal abuse, physical aggression from patients with altered cognition and behavioural disturbances.  Establishing highly effective relationships across user and provider groups, providing uniform and appropriate information, to establish high quality neurological services in Tayside.  To be acknowledged as a national expert in rehabilitation via expert knowledge and practice, research, and evaluation and through education and publication, in professional journals and texts, and via presentations at conferences and events. |
| **11. COMMUNICATIONS AND RELATIONSHIPS** |
| **Clinical**  Consultant-level, highly skilled verbal and written communication with patients and relatives/carers for complex and highly sensitive interventions, advising about ongoing, highly complicated interventions and choices of treatment based on evidence-based information.  Highly effective communication with people who may have cognitive, behavioural and language impairments to offer patient, family and carer choice in treatment provision. Highly effective communication to manage potentially emotive or aggressive situations and people.  Highly effective communication, with people who may have complex deficits and require the highest level of interpersonal and communication skills to explain interventions.  Highly sensitive communication with people who may have acceptance issues regarding their deficits or may be recently bereaved.  Advanced skills of facilitation with healthcare professionals to promote clinical reasoning, enhance clinical and professional skills, and make effective contributions to service development and strategic planning.  To act as a role model, providing inspirational and visionary leadership.  To work within own competence and professional code of conduct as regulated by the HCPC and associated Professional bodies.  To assess patients understanding of treatment proposals, gain valid consent, and have the capacity to work within a legal framework with patients who lack the ability to consent to treatment and always practice and promote confidentiality, and adhere to data protection legislation, also ensuring that all staff do likewise.  Delivery of a client-centred, whole system, goal-orientated approach using evidence-based cognitive, physical, and psychosocial approaches as interventions, and introducing and implementing innovative practice as appropriate.  To exercise the highest degree of professional autonomy by displaying a wide understanding of highly complex contributing factors, requiring analysis and interpretation for people with complex needs, leading to appropriate interventions for the patient.  Highly specialised education and advice to patients/carers/families regarding treatment and future options available to them, often presenting complex and highly sensitive information to people with complex communication deficits requiring the highest level of interpersonal and communication skills.  To contribute to debates within the multi-professional arena by challenging current structures / traditional ways of working which may limit or inhibit services and to facilitate innovative.  **Management**  To provide leadership across several multidisciplinary specialist rehabilitation teams Tayside across the stroke and neurological pathways. To have professional credibility and expert clinical expertise to communicate and work in partnership with medical consultants and other disciplines.  To establish and lead professional, service user and voluntary agency groups to facilitate their contribution to service development and strategic planning. This involves highly effective communication with service user groups who may have complex communication problems.  To guide and establish partnerships with all healthcare, social service and voluntary agency leaders and managers in decision-making.  To promote and create highly effective communication links and contribute to national strategy groups and policymaking bodies to influence the national agenda.  To establish and maintain highly effective communication with service providers across Scotland and the UK to disseminate national policy decisions and to gather feedback to influence healthcare provision.  To maintain effective communication with other service leads throughout Tayside regarding neurological services and developments.  **Research, Education and Professional Development**  To create robust links with and influence national decision-making with professional bodies and higher education institutes to influence the training and development of theoretical knowledge and clinical skills of healthcare professionals.  To influence and contribute to national developments and regional implementation of NHS Education for Scotland policy and direction.  To provide expert undergraduate and postgraduate teaching and training, promoting evidence-based research and enhanced theoretical knowledge and clinical practice.  To use highly effective negotiation and facilitation skills to create and provide training opportunities for healthcare professionals working with Higher Education Institutions and other training providers.  To develop and create opportunities for research for healthcare professionals working in neurological rehabilitation in partnership with Higher Education Institutions and national research programmes.  To have exemplary presentation skills in a variety of styles, to match the demands of educational needs including formal presentations and skills-based learning, on local, national, and international conferences and courses.  To develop and implement staff competencies through appraisal and CPD. To provide strategic, independent and creative thinking to create and advance research and education to enrich practice.To guide practice development by creating a culture of research and enabling staff at all levels to develop research skills and to integrate these into practice.To be responsible for identifying gaps in the evidence base and identifying research needs and leading and/or influencing research projects to address these gaps.To explore research and practice development opportunities within the health board and provide support for staff wishing to engage with the research process. To promote and demonstrate evidence-based best practice, integrating current research theory into practice, through an advanced level of clinical reasoning and decision-making and displaying innovative methods of incorporating new evidence into service delivery.  To enable and promote a learning culture for all stroke and neurological care providers, to develop their skills and potential in the treatment of people in Tayside. |
| **12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB** |
| **Physical:**  Expert manual and therapeutic handling of patients and equipment – frequently carried out daily with prolonged intense physical effort. May include the use of hoists and dealing with people who have complex disability or who are dependent.  Expert treatment using a range of physical handling and treatment approaches and techniques to facilitate people who may have complex physical disability, to interact with the tools and environment around them.  Expert clinical handling skills to facilitate the effective assessment and treatment of patients with complex problems and educating and supporting others to do the same.  Expert physical facilitation of patients to undertake community-based activities e.g. use of public transport, shops, leisure facilities whilst having a complex disability.  Working in sustained awkward positions whilst carrying out patient treatments e.g. working on plinths seating assessments and fabrication of splints.  Physical dexterity and effort to adjust equipment such as specialised seating, wheelchairs, ADL equipment, and orthotics.  Use of highly specialised equipment and introduction of new and innovative treatment media.  Fitting and adjustments to specialised therapeutic equipment in workplace and community settings, including patients’ homes.  Keyboard skills and the effective and efficient use of IT equipment.  **Mental:**  Sustained periods of intense concentration when assessing and treating patients. Also, when designing and planning education sessions, service plans, research bids etc., whilst dealing with numerous distractions.  Constant need to meet the demands of the environment including unpredictable work patterns, deadlines, and frequent interruptions.  Alert to unexpected changes in patient’s condition, respond using initiative and clinical reasoning skills to adapt patient management.  Ability to travel in an urban and rural environment including adverse weather conditions.  **Emotional:**  Lone working across Tayside, visiting patients’ homes/communities and workplace to facilitate the rehabilitation process. Involves dealing with people with physical and cognitive problems whilst they are participating in rehabilitation, in potentially hazardous environments.  Communicating frequently with distressed/anxious/worried and emotionally demanding staff, patients and relatives.  Frequent need to impart potentially distressing information regarding the nature of the difficulties and the implications of these.  Managing patients with challenging behaviours and a range of complex difficulties including the application of appropriate management strategies. Patients may include vulnerable adults and young people under the age of 18 therefore need a working knowledge of relevant procedures including Child Protection, Protection of Vulnerable Adults, and other legal frameworks. This can include receiving and acting upon confidential information relating to issues including physical/emotional/sexual abuse and neglect.  Support patients with terminal or life limiting conditions and occasionally deal with death and bereavement.  **Environmental:**  Working in confined spaces e.g. in community or clients home environment, and in ward areas when using manual handling equipment, adjusting specialist equipment.  Physical effort in covering a variety of workplace bases across Tayside.  Frequent direct contact with bodily fluids, environmental hazards, unhygienic conditions, temperature extremes and infectious diseases, working in a variety of uncontrolled community settings. |
| 13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB |
| **Professional Qualifications**  Registered AHP with the Health and Care Professions Council  Master’s degree in relevant subject  Degree/Diploma (equivalent to a degree) in an AHP profession  Evidence of advanced continuing professional development  **Experience**  Relevant postgraduate experience across a range of rehabilitation environments, working at a senior leadership level.  Expert clinician, able to demonstrate credibility.  Worked in a senior position within a neurological rehabilitation care environment.  Experience in health and community settings, and of working across traditional service boundaries with other agencies and some providers at a strategic and operational level, e.g. social care and voluntary agencies.  Advanced knowledge of a range of methods of professional and service provision, using leadership skills to implement change, and meet local need.  Experience of facilitating change within multi-disciplinary teams.  Research and practice development activities.  Service leadership, facilitation of integrated working to create effective and innovative ways of working.  Experience in local and national strategic service design.  Experience in leading specialised rehabilitation teams and projects.  Understanding and promotion of the professional research agenda.  Experience of working with academic institutions on developing research projects in the workplace.  Undergraduate teaching experience and fieldwork education practice with AHP students and other healthcare workers.  Contribution to, and in-depth knowledge of, NHS strategy and priorities. |