

**UNIVERSITY HOSPITALS
OF DERBY AND BURTON NHS
FOUNDATION TRUST**

APPOINTMENT

Of

CONSULTANT

In

Rehabilitation Medicine

Date: November 2022

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SECTION 1: General Details

Title:	Consultant in Rehabilitation Medicine
Site:	Based at Florence Nightingale Community Hospital Includes a requirement to work across Royal Derby Hospital, and may include working at other UHDB sites
Prime responsibility:	Provision of Rehabilitation Medicine service for Southern Derbyshire & South/ South East Staffordshire, Lichfield and Tamworth.
Accountable to:	Acting Executive Medical Director : Dr James Crampton
Reports to:	Assistant Clinical Director: Dr Margaret Phillips
Terms and Conditions:	Terms & Conditions of Service for Consultants (England) 2003.
Tenure:	Substantive
New or Replacement:	Replacement
Contracted Hours:	10 PA

SECTION 2: Person Specification

<u>REQUIREMENTS</u>	<u>ESSENTIAL</u>	<u>DESIRABLE</u>
Qualifications	<ul style="list-style-type: none"> • MBBS or equivalent • Possession of full MRCP or equivalent • Full GMC registration with a license to practice at date of commencement. • GMC Specialist Register for Rehabilitation Medicine Specialty OR Within 6 months of receipt of Certificate of Completion of Training (CCT) at time of interview OR Evidence that the GMC is processing the Specialist Registration application (MUST be provided prior to interview) 	<ul style="list-style-type: none"> • Additional higher medical / scientific degree relevant to the specialty
Clinical Experience	<ul style="list-style-type: none"> • At least 4 years supervised training in an appropriate StR equivalent training programme, together with a high standard of clinical skill & expertise in neurological rehabilitation • Comprehensive technical competence in neurological rehabilitation • Evidence of a special interest in neurological rehabilitation • Ability to take full & independent responsibility for clinical care of patients on a neurological rehabilitation ward • Evidence of ability to work effectively as part of a multi-disciplinary team & share clinical responsibilities • A clear understanding of how to relate the principles of Safeguarding, Deprivation of Liberty and the Mental Capacity Act to clinical practice. 	<ul style="list-style-type: none"> • Experience and interest in specialist clinics such as Chronic Fatigue Syndrome, Huntington's disease, MND, complex disability, transition from paediatrics to adults, spasticity or neuromuscular conditions.
Management & Administrative Experience	<ul style="list-style-type: none"> • Ability to organise & manage clinical care • Ability & willingness to work within the Trust & NHS performance framework & targets. • Commitment to Continuing Professional Development & the requirements of clinical governance. 	<ul style="list-style-type: none"> • Ability to encourage & consolidate service development including use of protocols & guidelines. • Attended a management course for consultants • Experience in UK ROC data collection
Teaching Experience	<ul style="list-style-type: none"> • Experience of & commitment to teaching medical students & clinical staff • Experience of supervising F2 and SpR posts • Ability to & experience of teaching clinical skills 	<ul style="list-style-type: none"> • Specific teaching qualification • Experience of teaching basic clinical skills to medical students • Attended a recognised teaching training course

Audit / Research Experience	<ul style="list-style-type: none"> • Experience of & commitment to clinical audit • Ability to assess & apply evidence based research into every day clinical practice. • Willingness to participate in research 	<ul style="list-style-type: none"> • Ability to supervise audit & research
Communication	<ul style="list-style-type: none"> • Ability to communicate effectively with patients, carers, professional colleagues & other staff. • Experience of formal presentations • Evidence of ability to work as part of an MDT • Ability to direct & motivate team members 	<ul style="list-style-type: none"> • Further qualifications concerning communication, e.g mentoring, motivational interviewing
Personal Qualities	<ul style="list-style-type: none"> • Caring attitude to patients & carers • Personal integrity & reliability & flexibility • Enquiring critical approach to work • Leadership skills • Willingness to learn new skills • Negotiating & influencing skills • Willingness to innovate & develop new methods. • Demonstrates a positive attitude • Ability to cope with difficult and demanding situations 	<ul style="list-style-type: none"> • Willingness to undertake additional professional responsibilities at local, regional or national levels
Other	<ul style="list-style-type: none"> • Eligible to reside & work in the UK 	

SECTION 3: Duties & Responsibilities of the Post

3.1 Duties & Responsibilities of the Post

In addition to any specialist interests all consultants will be involved in providing a general clinical service to the Trust.

- i. Provision with consultant colleagues of a service to Derbyshire, Staffordshire & surrounding areas with responsibility for diagnosis & treatment of patients at the

hospitals & clinics at which you have duties.

- ii. Responsible for the continuing care & treatment of patients in your charge & personal performance of clinical duties as agreed in your job plan, allowing for all proper delegation to & training of your staff.
- iii. Active participation in undergraduate & post graduate education, including training sessions for Foundation Years, Specialty Registrars and medical students.
- iv. Provision of cover for your consultant colleagues during reasonable periods of leave including care of patients & supervision of doctors in training.
- v. Responsible for the professional supervision, training & management of junior medical staff, carrying out teaching, examination & accreditation duties as required & contributing to postgraduate & CPD activity locally & nationally as appropriate.
- vi. Participate in clinical audit under local arrangements.
- vii. Commitment to entering patients into MRC trials where appropriate (if the appointee has an interest in research this would be supported by the Trust & the Division).
- xiii. Commitment to taking part in annual appraisal process which will be undertaken by the Assistant Clinical Director for Rehabilitation Medicine. Commitment to take part in revalidation
- ix. Responsible for compliance with personal continuing professional development requirements with the support of the Trust. It is mandatory for all Consultants to keep up to date with evidence based practice.
- x. Responsible for maintaining awareness of & acting in accordance with professional guidelines such as “Duties of a Doctor”, “Good Medical Practice”, & the “GMC Performance Procedures” .
- xi. Exceptional requirements to undertake additional duties for limited periods within geographical area specified above or undertake duties at other hospitals in the event of a major disaster or incident.

3.2 Job Plan

A job plan will be agreed between the appointee & the Assistant Clinical Director, on behalf of the Executive Medical Director.

The duties will be subject to review from time to time, in light of the changing requirements of the service. If alterations to the duties are required these will be mutually agreed between the appointee & the Assistant Clinical Director with the approval of the Divisional Medical Director.

All job plans are reviewed annually following team & individual job planning meetings. The appointee will be expected to participate in this.

The job plan is a prospective agreement setting out a consultant's duties, responsibilities & objectives for the coming year. It covers all aspects of professional practice including clinical work, teaching, research, education & managerial responsibilities. It provides a clear schedule of commitments both internal & external. In addition, it includes personal objectives, including details of their link to wider service objectives & details of the support required by the consultant to fulfil the job plan & objectives.

The job plan for the first 3 months is based on the provisional timetable shown below & reviewed following an appraisal meeting. It is recognised that the balance of the job plan will need to be discussed with the appointee

Provisional Job Plan

A final Job Plan will be agreed with the Assistant Clinical Director & reviewed after 3 months.

For a full-time contract:

- Direct Clinical Care: 8.5 PA's **on average** per week
(Includes clinical activity, clinically related activity, Including in reach)
- Supporting Professional Activities: (includes CPD, Audit, teaching & research) 1.5 PA's **on average** per week

All full-time appointments commence with a job plan PA allocation of 1.5 SPAs. It is anticipated the activities carried out during SPA time may change from year to year therefore the PA split will be reviewed annually in the job planning round. Where an increase in SPAs is agreed between the Trust and the appointee, the activity carried out in SPA time and its location will be included in the job plan along with clear objectives. Within the available SPAs, it is expected that the appointee should develop a special interest within the departmental services and devote appropriate time to consolidating their sub-specialty interest. The needs of the individual will be given due consideration within the job plan to meet these aims.

Proposed Timetable

The following provides examples of the job plan. The appointee is expected to rotate inpatient duties, so that there are two or three consultants with inpatient responsibility at any one time. The frequency and rotation pattern may change according to service requirement and agreement amongst colleagues, but with an aim of not changing more frequently than every 6 months.

Clinics include spasticity and other types of clinic, as decided between the postholder and consultant team. Possible clinics include Complex Needs (Intellectual disability combined with physical needs), Neuromuscular Rehabilitation, Huntington's Disease, TBI, Amputee, General (mostly neurological) Rehabilitation, Chronic Fatigue Syndrome and MND. The postholder will be able to gain further experience alongside the consultants currently doing these clinics, if necessary. There are outreach Spasticity and Neurological Rehabilitation clinics at Sir Robert Peel Community Hospital, Tamworth, covered by Dr Jayatunga currently, but with an option of the postholder contributing to these clinics.

Timetable A – with in-patient duty

	Monday	Tuesday	Wednesday	Thursday	Friday
am	8:30 (Weekend handover MDT + Ward Round	Ward PPM & patient review (1.0 PA DCC)	Spasticity clinic (1.0 PA DCC)	Clin admin (0.25 PA DCC) Communication with GP's, AHP's	Ward PPM and board round (1.0 PA)

	(1.0 PA DCC)			(0.25 PA DCC) SPA (including grand round) (0.5 PA)	
pm	SPA (0.75 PA) SIFT (0.25 PA)	Clin admin (0.75 PA DCC) SPA (0.25 PA)	Ward MDT meeting (1.0 PA DCC)	Clinic (1.0 PA DCC)	KL – Ward PPM (1.0 PA DCC)

Timetable B – no in-patient duty

	Monday	Tuesday	Wednesday	Thursday	Friday
am	Spasticity clinic (1.0 PA DCC)	Clinic (1PA DCC)	In-reach (1PA DCC, RDH) Travel included	Clin admin (0.25 PA DCC) Communication with GP's, AHP's (0.5 PA DCC) SPA (grand round) (0.25 PA)	In-reach (1PA DCC, RDH) Travel included
pm	SPA (0.5 PA) Clin admin (0.5 PA DCC)	SPA (0.75 PA) SIFT (0.25 PA)	Clinic (1.0 PA DCC)	Clinic or MDT meetings (1.0 PA DCC)	Clin admin and OP MDT's (1.0 PA DCC)

DCC – Direct Clinical Care; CFS – Chronic Fatigue Syndrome; SPA - Supporting Professional Activities; PA – Programmed Activities; MDT – Multidisciplinary Team; KL – King's Lodge in patients ward; PPM – inpatient programme planning meeting.

3.3 On Call Availability

The post does not include an on call commitment.

3.4 Teaching

The appointee will be expected to share responsibilities in teaching and training medical students within the Rehabilitation Medicine Department. They will also undertake teaching & supervision of trainees & other junior staff. There are various opportunities for interdisciplinary teaching.

3.5 Study & Training

The appointee is expected to participate in professional continuing medical education; study leave is provided for this purpose, & the appointee will be entitled to apply within the set limits in line with other consultants in the Trust. Study leave allocation is 30 days over a three year period.

3.6 Research

Current Rehabilitation Medicine research projects cover symptom management in MS, use of virtual reality in outpatient rehabilitation, exploration of hospital soundscapes, use of weighted blankets and animal assisted research. There are collaborations with other research teams in the UK.

The Trust comprises research-active Teaching Hospitals with a developing culture of research and innovation across the whole organisation. All clinicians are expected to engage in research, development & innovation according to their subspecialty interests.

Engagement of clinical staff in research covers a spectrum of involvement, ranging from awareness of the studies and trials taking place in their areas, to assisting with the identification of research participants, to those who win research funding and assume the role of Chief Investigator for multi-centre trials and studies.

Consultants who wish to undertake research require the approval of the Trust R&I Department and relevant ethical approval and must adhere to the National Framework for Research Governance.

3.7 Clinical Governance

All members of staff have a responsibility to abide by all clinical governance policies, practices and codes provided by the Trust and have an equal responsibility with management for developing and maintaining appropriate systems and practice for maintaining safe working practices. The post holder is expected to demonstrate a firm commitment to the principles of clinical governance, including:

- Co-operating and liaising with clinical governance committees and leads as appropriate and developing a programme of personal continuing professional education and development, within available resources and within the workload and priorities of the service.
- Attending and contributing to the Trust's Clinical Governance Programme, including the Trust's Clinical Incident Reporting systems, Adverse Incident Policy and other umbrella policies.
- Encouraging and promoting an open climate within the Trust to enable training grade staff to participate fully in Trust wide programmes.

Copies of Trust wide clinical governance policies are available on the Trust intranet site. The post holder will participate in clinical governance activities, including clinical audit, clinical effectiveness, risk management and quality improvement activities as required by the Trust and external accrediting bodies.

SECTION 4 - The Department of Rehabilitation Medicine

4.1 Introduction

There are 4 Clinical Divisions within the Trust:

- Surgery
- Medicine
- Women's and Children's
- Cancer, Diagnostics and Clinical Support

4.2 Specialty of Rehabilitation Medicine

The Rehabilitation Medicine department forms part of the Cancer, Diagnostics and Clinical support Division. Currently there are five Rehabilitation Medicine consultants, all part-time. The new post holder will have access to mentoring to aid transition into the new role.

Divisional Director: Dr Will Elston
Assistant Clinical Director: Dr Margaret Phillips

The current medical & senior nursing staff establishment within the department are:

NHS Consultants	Specialty Interest
Dr. Laura Edwards, Clinical Associate Professor	Neurological rehabilitation, spasticity management, and ME/CFS and Research and Teaching
Dr. Uditha Jayatunga	Amputee and Neurological rehabilitation, neuromuscular rehabilitation, traumatic brain injury, spasticity management, ME/CFS and teaching
Dr. Narendra Karavadara	Neurological rehabilitation, spasticity management, acute stroke medicine and teaching
Dr. Xia Lin	Neurological and Amputee rehabilitation, profound intellectual and multiple disabilities, traumatic brain injury, ME/CFS, gait analysis and FES, EAT and teaching
Dr. Margaret Phillips	Neurological and neuromuscular rehabilitation, spasticity management, transition for young adults, Huntington's disease and MND
Specialist Registrar: according to rotation	
Trust grade doctor: Dr. Tina Zonouzi	
F2: according to rotation	
Specialist Nurse: Louisa Finn	MS and other neurological conditions
Neuromuscular care advisor: Alison Cami	Neuromuscular conditions

The inpatient rehabilitation beds constitute a Level 2b Specialist Rehabilitation unit called King's Lodge Neurological Rehabilitation Unit. There are 19 beds, shared by two consultants at any one time and supported by specialty doctor and F2. There is no on call commitment; this is provided by a combination of a local GP practice and out of hours GP on call.

Inreach is provided for Royal Derby Hospital in conjunction with a specialist team, the Neurological Rehabilitation Inreach Team. This team consists of neurological physiotherapist, specialist rehabilitation nurse, neurological occupational therapist and therapy assistant. The specialist rehabilitation nurse post is a combined Inreach Specialist Nurse and Major Trauma Rehabilitation Coordinator post.

The Rehabilitation Medicine service includes clinics in the following areas:

- Amputee Rehabilitation
- Chronic Fatigue Syndrome (CFS)
- General neurological rehabilitation
- Head injury.
- Huntington's disease.
- Profound Intellectual and Multiple Disabilities
- Neuromuscular Rehabilitation (NM).
- Spasticity Assessment and Management.
- Transition from paediatrics for Young Adults with Physical Disabilities
- Specialist Nurse led clinics

- MND joint clinics with Neurology and Palliative care

For each general neurological rehabilitation and NM clinics - 2 new and 3 follow up patients on site; 2 new and 2 follow up out of site; CFS clinic – 2 new, 1 follow up; spasticity – 2-3 new and 3 follow up.

There is also consultant input into the following:

- Electronic Assistive Technology
- Functional Electrical Stimulation
- Gait analysis.

The department is active in teaching medical students and at postgraduate level. There is research in conjunction with the University of Nottingham, alongside regular audits and a developing set of KPI's. There is opportunity to link in with Stanford Hall Defence Medical Rehabilitation Centre where access to high tech rehab services, training, teaching and research will be possible in a few years' time.

4.3 Accommodation

Shared office accommodation, IT facilities and secretarial assistance will be provided.

SECTION 5 - Main Conditions of Appointment

The appointee will enjoy terms based on the nationally agreed Terms & Conditions of Service for Consultants (England) 2003. All appointments will be subject to:

Occupational Health Clearance:

All appointments are subject to satisfactory Occupational Health Clearance being obtained.

Criminal Records Disclosure and Check:

The position is exempt from the Rehabilitation of Offenders Act 1974 (as amended in England and Wales).

It is legally permitted to ask for and consider any information relating to unspent (current) and spent (old) criminal convictions, police cautions, final warnings or reprimands which are not protected (or filtered out) by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013.

Where relevant to the role, the organisation may also ask you to provide any information about any investigations and/or formal action taken against you by a regulatory or licencing body which may have had an impact on your professional registration and/or fitness to practise in your chosen profession. Any information you declare when completing this form will be verified by undertaking a follow-up check with the relevant body. It will also include carrying out an enhanced disclosure through the Disclosure and Barring Services (known as a DBS check).

Enhanced disclosures may also include other non-conviction information which may be held on central police databases, where this is regarded as relevant to the position you are applying for. If the position has, in addition, been identified as a 'regulated activity' under the Safeguarding Vulnerable Groups Act 2006 (as amended by the Protection of Freedoms Act 2012), the enhanced disclosure will also include any information that may be held about you on the children's and/or adults barred list(s).

Failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential & will be considered in relation to an application for positions to which the Order applies.

GMC Registration and Revalidation:

The Trust requires the appointee to have & maintain full registration with the General Medical Council (GMC), with a license to practice, & to fulfil the duties & responsibilities of a doctor as set down by the GMC Good Medical Practice. It is the responsibility of all medical and dental staff to ensure that this registration is maintained.

For substantive appointments, registration on the GMC Specialist Register must also be maintained.

All medical practitioners are required to participate in the Trust Revalidation and Appraisal processes.

Identity and Right to Work:

All employees are required to provide original photographic evidence of identity at appointment and have the necessary documentation to demonstrate they have the right to reside and work in the UK.

SECTION 6: General Information about UHDB

University Hospitals of Derby and Burton NHS Foundation Trust was formed on 1 July 2018 to bring together our five hospitals – in Derby, Burton, Lichfield and Tamworth – to provide the highest quality care to patients across southern Derbyshire and south east Staffordshire.

The University Hospitals of Derby and Burton NHS Foundation Trust is one of the largest employers in the region with more than 12,000 staff and treats in excess of a million patients each year.

Our aim is to bring together the expertise of our 12,300 staff to provide the highest quality care to patients within Derbyshire and South East Staffordshire. Our vision, values and objectives are:



Equality, Inclusion and Diversity

University Hospitals of Derby and Burton NHS Foundation Trusts is fully committed to promoting inclusion, equality, diversity and human rights in employment and delivery of its services. The Trust is committed to providing an environment where all employees, patients,

carers and visitors experience equality of opportunity by means of understanding and appreciating the value of diversity.

The Trust works to eliminate all forms of discrimination in line with the Equality Act 2010, and recognises that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

The Trust actively encourages its employees to challenge discrimination and promote equality of opportunity for all.

Employees of the Trust are required to comply with its policies and values around equality, inclusion, diversity and human rights. Failure to do so will be treated as misconduct under the Trusts' Disciplinary Policy and Procedure, which may result in dismissal."

Freedom to Speak up

The Trust is committed to listening to our staff and learning lessons. There are a variety of ways in which concerns can be raised in person, by phone or in writing (including email). We also have a Freedom to Speak Up Guardian who works with Trust leadership teams to create a culture where staff are able to speak up in order to protect patient safety and empower workers. Full details can be found on the Trust Intranet

Data Protection

Organisations are required to comply with the General Data Protection Regulations; the UK Data Protection Act 2018; all other data protection legislation and other local policies and procedures regarding the handling of information. All employees retain the right to request information held about them.

Confidentiality

The Trust requires all staff to maintain a high standard of confidentiality, and any disclosure of information outside the proper and recognised course of duty will be treated as a serious disciplinary offence.

Infection Control

The prevention and management of infection is a key priority for the Trust. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at mandatory training and on-going continuing professional development
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Health and Safety at Work Act

All staff must not wilfully endanger themselves or others whilst at work. Safe practices and precautions must be adhered to.

Smoke Free Trust

The smoke free policy applies to staff, patients, resident's visitors and contractors.

Trust Policies and Procedures

All employees are expected to comply with appropriate Trust policies and procedures, to attend the Trust Induction Programme and to comply with mandatory training in relation to these policies and procedures.

Further Information

To find out more about the Trust, please visit www.uhdb.nhs.uk

To find out more about Derbyshire or Staffordshire please visit www.derby.gov.uk or www.enjoystaffordshire.com

SECTION 7 - Application Information

Applicants who are unable, for personal reasons, to work full time will be eligible to be considered for the post. Job share applicants are also welcomed. If appointed, modification of the job content will be discussed on a personal basis in consultation with consultant colleagues. Applications to be submitted in the form of:

- **A completed Application Form via NHS Jobs/Trac**, giving names of three referees, one of which **MUST** be from your current or most recent employer
- **Confirmation that you are on the Specialist Register of the General Medical Council** stating the date at which you were awarded, or expected to be awarded, your CCT (Certificate of Completion of Training, or equivalent).

Closing date for receipt of applications: As per advertisement

Visits

To arrange a visit please contact Dr Margaret Phillips, ACD in Rehabilitation Medicine, via the rehabilitation secretaries, 01332 258238; email: margaret.phillips5@nhs.net