

Job Description

Grade: Consultant Physician in Rehabilitation Medicine

Department: Medicine for Older People, Rehabilitation and Stroke

Reports to: Care Group Director

Job Summary:

This is a replacement post which provides an opportunity for a committed and flexible individual to join the current consultants in developing specialist rehabilitation services in Portsmouth and South East Hampshire and to evolve and adapt along with the service. The post is for a full time Consultant in Rehabilitation Medicine and applications for those wishing to work on a less than full time basis would also be welcome.

The new Lotus Rehabilitation Centre relaunched in December 2021 after NHS England approved funding for a new modular 2 storey block to be built on the Queen Alexandra Hospital Site, Portsmouth. Located adjacent to the current Rehabilitation block (which houses therapy services and the hydrotherapy pool), the ground floor provides a modern, air-conditioned 26-bed rehabilitation environment for both the Rehabilitation Medicine and Stroke Rehabilitation services (13 beds each). The centre contains 2 rehab gyms, a meeting room, patient social space as well as private access to outdoor rehabilitation and garden space. There is a bridge link to the main hospital. In addition to inpatient rehabilitation, the service also provides Rehabilitation Medicine outpatient services and regional prosthetic services, as well as orthotics services, in the dedicated 'Murrison' accredited Portsmouth Enablement Centre, located at St Mary's Hospital, Portsmouth.

The appointee will work closely with the other 2 Consultants in Rehabilitation Medicine in providing comprehensive Rehabilitation Medicine services in Portsmouth serving the regional footprint as well as improving, strengthening and developing specialist services. The post will include elements of both Neurorehabilitation and Prosthetic Rehabilitation services subject to interests and negotiation. Opportunities also exist to contribute to Rehabilitation service development and governance; Educational Supervision; and Departmental and Care Group leadership roles. The service is part of the Wessex Trauma Network and there are additional opportunities to be involved with this as well as opportunities for the appointee to develop a research portfolio if desired, or to collaborate academically with the University of Portsmouth and King's College in delivering the newly established Medical Degree Programme.

Post holders are actively encouraged to participate in relevant service improvement projects, audits, research and represent the Rehabilitation Medicine service at Royal College level and/or nationally. Job plans are reviewed annually, and the post holder would need to be flexible, as changes to working patterns may occur in future years.

This post would be equally suited to an experienced consultant as well as a consultant early in their career. Mentorship is available as standard through the trust mentorship scheme and given the size of the consultant body peer support is readily available.

Key Responsibilities:

Inpatient Rehabilitation Ward Care (DCC) – Shared with another consultant colleague at Queen Alexandra Hospital site, including MDT meetings, direct ward care as well as supporting administrative duties to manage inpatient pathways. This role includes providing medical support and leadership to the Acute Neuro Team (outreach team).

Specialist Rehabilitation Medicine Outpatient Clinic (DCC) – Clinic including new and follow-up patients within a departmental agreed template (1N:4FU) with access to MDT support at the “Portsmouth Enablement Centre.”

Prosthetic Rehabilitation Clinic (DCC) – MDT clinic including pre-amputation, primary amputation and follow up patients within a departmental agreed template (2N:2FU) at the “Portsmouth Enablement Centre.”

Supporting professional activities (SPA) – In line with departmental, personal and trust objectives. Agreed through job-planning process. May include clinical and educational supervision, service development, involvement with data validation for UKROC submission, involvement with Wessex Trauma Network, research and wider educational roles.

Supporting resources - Office space and secretarial support are provided for this post as well as necessary IT system access. Mentorship available as standard through trust mentorship scheme. Study leave allocation through local policy (10 days per year).

Revalidation – The trust and service are committed to support individual revalidation requirements. SPA is allocated to support this. There is a robust trust appraisal system with designated local lead for revalidation and appraisal. There is bespoke software to support along with support for revalidation activities such as patient and colleague feedback.

There is no on-call responsibility, or weekend working, commitment with this post. Out of hours inpatients are covered by the duty on-call physician.

Provisional Example Timetable (10PA – 8DCC, 2SPA)

Monday	Tuesday	Wednesday	Thursday	Friday
Inpatient (LRC) Rehabilitation MDT meeting	Specialist Neuro-rehabilitation clinic	MDT Prosthetic rehabilitation clinic	MDT and Outreach (ANT) clinical work	Inpatient (LRC) Rehabilitation ward work
Inpatient (LRC) Rehabilitation ward round	Clinical admin	SPA - personal	Inpatient (LRC) Rehabilitation ward round	SPA – other roles

Standard allocated lunch breaks are supported in this timetable on full working days

Please note that clinical commitments and PA's may be adjusted by negotiation and with reference to the national terms and conditions of service. Timetabled sessions should be used flexibly and may be subject to change by mutual agreement as part of job plan reviews.

Person Specification

Qualifications

Essential

- Full registration with the General Medical Council (GMC) with licence to practice
- MBBS, MBChB or equivalent
- MRCP or equivalent
- Entry on Specialist Register via CCT (proposed CCT date must be within 6 months of interview) or CESR

Clinical Experience

- Experience of Neurorehabilitation in various settings
- Holder of Certificate of Completion of Training (CCT) in Rehabilitation Medicine OR with any appropriate speciality

Clinical Skills

- Excellent Communication Skills
- Demonstrates skills and experience across rehabilitation settings
- Ability to work effectively with good time management, flexibly when needed and organisational skills
- Ability to take responsibility and provide leadership where appropriate
- Full registration with the General Medical Council (GMC) with licence to practice
- Understanding of clinical risk management

Desirable

- Experience in management of prosthetics

Management Skills

Essential

- Commitment to developing quality services for patients needing specialist rehabilitation
- Constructive approach to working with wider management team
- Experience of quality improvement methods

Desirable

- Ability to negotiate and innovate
- Evidence of service development

Knowledge and Research

- Working Knowledge and Experience of research methodology
- Completed Research or equivalent, undertaken at SpR level
- Publications in topics relevant to rehabilitation, stroke, and neurology
- Desire to continue research at consultant level

Desirable

- An appropriate higher degree e.g. an MD, PhD, or equivalent

Audit/Governance

- Evidence of participation in audit
- Working knowledge and experience of governance frameworks
- Evidence of participation in Continuing Professional Development (CPD)

Other

- Access to own transport/ ability to travel between clinical sites.

Demonstrates alignment with trust values:

“Working Together For Patients with Compassion as One Team Always Improving”

Strategic approach (clarity on objectives, clear on expectations)

Relationship building (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

Personal credibility (visibility, approachable, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

Passion to succeed (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

Harness performance through teams (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff, respect diversity)

Job holders are always required to act in such a way that the health and wellbeing of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition, all staff are expected to complete essential/mandatory training in this area.

Print Name:

Date:

Signature