



NATIONAL REHABILITATION UNIVERSIY HOSPITAL

CONSULTANT IN REHABILITATION MEDICINE (NRH 29 HOURS / BEAUMONT HOSPITAL 8 HOURS) (PERMANENT, FULL TIME)

1. Title:

Consultant in Rehabilitation Medicine

2. Purpose of the Position:

The Consultant in Rehabilitation Medicine will provide rehabilitation services on a Type A basis under Public Only Consultant Contract 2023 with a commitment of 37 hours per week and will be based at the National Rehabilitation University Hospital and will provide liaison consultant services in Beaumont Hospital.

3. Reporting Relationships

The Consultant's reporting relationship and accountability for the discharge of his/her contract is to the NRH Chief Executive Officer through their Clinical Director.

4. Liaison / Communication:

To discharge the duties of this post he/she will require a good level of communication primarily with the patients, consultants and other medical staff, allied health professionals and other stakeholders at the NRH, Beaumont Hospital.

5. Location of Post:

This is an appointment to the National Rehabilitation Hospital, Beaumont Hospital. The initial commitment for this post will be to NRH for 29 hours per week and Beaumont Hospital for 8 hours.

6. Overview of the Role

NATIONAL REHABILITATION HOSPITAL

The National Rehabilitation Hospital (NRH) in Dun Laoghaire is the national tertiary referral centre for Ireland providing complex specialist rehabilitation services to adult and paediatric patients from all parts of Ireland in a range of CARF-accredited in-patient, out-patient and community programmes. The NRH is a fully publicly funded voluntary hospital and operates on the ethos of providing high quality care and

treatment to patients on the basis of clinical need, irrespective of background or status.

The NRH is undergoing a major transformation of its facilities and services. Phase 1 of the redevelopment project has been fully operational since June 2020 and provides a unique, purpose-built facility that includes 120 single ensuite rooms with integrated therapy, clinical and social spaces.

The NRH has admitting Consultants in Rehabilitation Medicine (Adult) and Paediatrics. In addition, services are provided by visiting consultants across the following specialties: microbiology, radiology, urology, orthopaedic surgery, anaesthesia (MMUH ICU), psychiatry, pain medicine and plastic surgery.

NCHD staffing.

At the National Rehabilitation University Hospital, a team of registrars and senior house officers (SHOs), together with the rostered consultant on call, provide 24-hour medical cover.

At least 4 of the 9 registrars working in the NRH are in training programmes supervised by the Irish Higher Specialist Training (HST) scheme for Rehabilitation Medicine and accredited by the Irish Medical Council. The NRH is also accredited for basic specialist training (BST) by the Royal College of Physicians of Ireland (RCPI) Institute of Medicine (IoM).

Undergraduate Teaching

The National Rehabilitation Hospital has strong educational links with the Faculties of Medicine at University College Dublin (UCD), Trinity College Dublin (TCD) and the Royal College of Surgeons in Ireland (RCSI). Most of the NRH consultants hold honorary professorships/senior lectureships in UCD, TCD or RCSI. A clinical lecturer post has been funded by TCD since 2010.

Research and Development

The NRH has earned university hospital status. It has an extensive under- and post-graduate educational and research mandate across all rehabilitation clinical disciplines and is, in addition, actively engaged in the provision of education programmes for local and regional providers of healthcare services.

Involvement in high quality research is strongly encouraged at the NRH, as this supports both the delivery of high-quality clinical care and our role as a teaching hospital. Recent research can be located on our NRH website. Our new academic department along with our Ethics committee facilitate research projects.

BEAUMONT HOSPITAL

Beaumont Hospital is a large academic teaching hospital 5km north of Dublin City centre and is the principal teaching hospital for the Royal College of Surgeons in Ireland. The hospital's aim is to deliver the highest quality of care to patients, excellent training to students, and a friendly, stimulating and professional environment for staff.

Beaumont Hospital provides emergency and acute care services across 54 medical specialties to a local community of some 290,000 people. In addition, the hospital is a Designated Cancer Centre and the Regional Treatment Centre for Ear, Nose and Throat, and Gastroenterology. Beaumont is the National Referral Centre for Neurosurgery, Renal Transplantation, and Cochlear Implantation. The hospital employs approximately 3,700 staff and has 820 beds. Beaumont Hospital also enjoys close links with Dublin City University, especially in the area of nurse training, and with other academic institutions in respect of training and research.

St. Joseph's Hospital Raheny has been under the management of Beaumont Hospital Board since August 2004. St. Joseph's Hospital provides both Medical and Surgical in-patient care, Day Care Services, Outpatient Physiotherapy and Radiology services. A 100 bed community nursing unit is located on its campus.

Purpose of the role

This new substantive post has resulted from the reconfiguration of existing consultant posts within the NRH to align with changing care needs across the population of patients served.

The appointee will participate in the NRH consultant on-call roster currently on a one in eight roster.

ACCOUNTABILITY, DUTIES AND RESPONSIBILITIES

This is a full-time post based at the National Rehabilitation University Hospital where the appointee will provide clinical leadership in the care of in-patients and out-patients, specifically in the Spinal Cord System of Care. The successful candidate will attend Beaumont Hospital one day each week to provide liaison services (including occasional multidisciplinary clinic attendance) principally, but not exclusively, to patients within the Neurosciences Directorate who have been referred to the NRH for complex specialist rehabilitation across all programmatic areas e.g. brain injury and stroke, spinal cord disorders and POLAR¹.

The following conditions apply:

1. General Accountability

The person chosen will:

- maintain throughout the Hospitals listed above awareness of the primacy of the patient in relation to all the Hospitals' activities.
- demonstrate behaviour consistent with the values of the Hospitals.
- promote open communications throughout the Hospitals.

2. Specific Accountability

- Specialist medical opinion and clinical consultations will be provided for patients as appropriate and at the request of medical colleagues.
- The Consultant in Rehabilitation Medicine will facilitate the education of all hospital staff in best practice in Rehabilitation.

¹ Prosthetic and Orthotic Limb Absence Rehabilitation

- The post will support better integration with acute care pathways. The face to-face assessment of acute care patients will allow for comprehensive rehabilitative needs assessment supporting the aim of 'right care, right place, right time, right team'. The consultant will be available to the acute treating team enhancing their expertise, and knowledge about optimal rehabilitation practice.
- Both the clinical and economic case for intensive rehabilitation treatment is predicated on what is now very strong research-based evidence that effective specialist rehabilitation for people reduces overall length of stay in hospital, longer-term dependency, and longer-term (continuing care) costs.
- The successful candidate will work within a clinical programme in the NRH and will contribute to the annual Spinal Cord System of Care Service Plan which will detail how that plan will be implemented and monitored.
- Certain decision-making functions and commensurate responsibilities may be delegated to the Employee by the Employer. These will be agreed with the Clinical Director
- In addition to their normal duties, the Employee may be required to undertake other duties appropriate to their position as may be assigned to them, including deputising as appropriate.
- The Employer is required to comply with Government policy in respect of the future provision of healthcare. The Employee is required to cooperate and engage proactively with the implementation of such policy including by cooperating with any changes in the organisation of healthcare services (and any consequential changes in reporting relationships), arising from such policy. Subject to the compliance by the Employer with its legal obligations, any significant changes in the organisation of healthcare services implemented by the Employer further to its compliance with Government policy will, prior to implementation, be the subject of consultation by the Employer through established consultation processes.
- The Employee will have line management responsibilities for NCHDs on their team.
- The Employee is required to work to the Employee's job description which may be amended during the course of the Employee's employment. The Employee's obligations will include the following.
- To participate in the development of and undertake all duties and functions pertinent to the Employee's specialty, in line with policies as specified by the Employer.
- To discharge any statutory obligations attaching to any particular consultant role held (e.g. the clinical director role under the Mental Health Acts 2001 and 2018, or the medical officer of health role under the Health Acts 1947 to 2020).
- To ensure that duties and functions are undertaken in a manner that minimises delays for patients and possible disruption of services.
- To work within the framework of the hospital/agency's service plan and/or levels of service (volume, types etc.) as determined by the Employer. Service planning for individual clinical services will be progressed through the Clinical Directorate structure or other arrangements as apply.

- To be subject to the HSE's Performance Achievement Policy which will be structured to take account of the particular needs of consultants and ensure regular review/appraisal of performance and individual needs for effective service delivery. The Clinical Director will be responsible for the implementation of the Performance Achievement Policy with the Employee.
- To co-operate with individual and team-based performance review processes as outlined by the Employer, the focus of which will be on quality, patient safety and supporting individual and/or team performance.
- To deliver a quantity and quality of care that is evidence-based and included in the *Clinical Directorate*² Service Plan and appraised at performance meetings with the Clinical Director which is aimed at addressing patient care needs and supporting individual professional practice.
- To carry out the duties of the post in such a way as to achieve high standards of clinical care, conduct and performance of work. In the event that the Employee fails to achieve these standards the Employer's disciplinary procedure that (for the time being) applies to the Employee will be invoked.
- To co-operate with the expeditious implementation of the Employer's disciplinary procedure that (for the time being) applies to the Employee. Any update to the disciplinary policy will apply to the holder of this contract.
- To lead in clinical programmes of work which include quality improvement, education, both intra and inter-disciplinary, promotion of excellence, and information technology.
- To formally review the execution of the Clinical Directorate Service Plan with the Clinical Director periodically. The Clinical Directorate Service Plan will be reviewed periodically at the request of the Employee or Clinical Director. The Employee may initially seek internal review of the determinations of the Clinical Director regarding the Clinical Directorate Service Plan as it relates to the Employee's commitment.
- To participate in the development and operation of the Clinical Directorate structure and in such management or representative structures as are in place or being developed. The Employee will receive training and support to enable the Employee to participate fully in such structures.
- To lead and manage the professional development of staff, including establishing and maintaining a positive team culture and enhancing staff engagement.
- To lead and manage the performance of the consultant team in which the Employee works for the time being to ensure the standards expected by the Employee and the Employer are met.
- To provide, as appropriate, clinical consultation in their area of designated expertise in respect of patients of other consultants at the request of such persons.

² Interchangeable with the NRH clinical programmes of care

- To ensure in consultation with the Clinical Director that appropriate senior clinical decision makers cover is available at all times having due regard to the Organisation of Working Time Act 1997.
- To supervise and be responsible for diagnosis, treatment and care provided by NCHDs treating patients under the Employee's care.
- To participate as an obligation in selection processes for NCHDs and other staff as appropriate. The Employer will provide training as required. Where practicable the Employer will ensure that a consultant representative of the relevant speciality/sub-speciality is involved in the selection process.
- To participate in clinical audit and proactive risk management and facilitate production of all data/information required for same in accordance with regulatory, statutory and corporate policies and procedures
- To work within the governance structures and accountability of the organisation, to include both corporate and clinical governance arrangements
- To participate in and facilitate production of all data/information required to validate delivery of duties and functions, inform planning and manage service delivery in the best interest of quality and patient safety.
- To support assessment of patient outcomes and institute change in the best interest of patient care and safety
- To participate in the use of best evidence to inform safe, high quality care and minimise variation across the health service including development and implementation of, and compliance with national clinical guidance
- To support the Clinical Director to consider assessment of patient and health service outcomes as part of performance management and institute change on the basis of audit.
- To support the use of digital technology, data and quality improvement to improve patient care and service provision.
- If the Employee is a consultant in public health medicine, they will undertake relevant duties and functions in accordance with the foregoing sub-paragraphs and as provided for in the job description for their posts and the agreed public health model.
- This is a consultant post at the National Rehabilitation University Hospital. The following conditions apply:

3. Skills Competencies and/or knowledge

The successful applicant

- Will play a major role in shaping the development and design of specialist rehabilitation pathways.
- Will play a full and positive role in facilitating and planning service change at the National Rehabilitation University Hospital.
- Contribute to and maintain all aspects of the existing rehabilitation service, including providing a service to inpatients and outpatients at the National Rehabilitation Hospital

- Display evidence of professional knowledge and attainment in all aspects of Rehabilitation Medicine required to fulfil the role and duties of a Consultant in Rehabilitation Medicine.
- Demonstrate evidence of capacity to manage and direct the service in its administrative, financial, personnel and other activities.
- Demonstrate evidence of effective planning and organisational skills including awareness of resource management and importance of value for money.
- Demonstrate ability to manage deadlines and effectively handle multiple tasks.
- Demonstrate leadership and team management skills including the ability to work with interdisciplinary team members.
- Display the ability to build teams and to devolve responsibility appropriately and the talent to develop, manage and work in partnership with their team. Demonstrate commitment to the delivery of a patient focused service.
- Demonstrate evidence of ability to empathize with and treat patients, relatives and colleagues with dignity and respect.
- It is expected that the appointee will make use of opportunities for continuing medical education on a regular basis in the form of local, regional, national and international clinical meetings in order to accrue the number of Continuing Medical Educational (CME) credits determined by the Royal College of Physicians of Ireland. There is a requirement to participate in the annual consultant appraisal programme

4. Qualifications & Professional Requirements

Registration as a specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council in Ireland in the specialty of Rehabilitation Medicine

. Entry to competition / recruitment process and subsequent appointment

No candidate will be appointed as a Medical Consultant unless they are registered as a Specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council of Ireland.

The successful interviewee must be registered as a Specialist in the relevant speciality on the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council of Ireland before taking up appointment.

The candidate will be allowed a max of 180 calendar days from date of interview to secure this registration and produce evidence of special interest training where relevant.

Should the successful candidate not be registered as a Specialist at that time, the post may be offered to the next suitable candidate (or, in the case of HSE posts, publicjobs may choose not to recommend that candidate to the employer).

Should no suitable candidate exist, a further recruitment process may be initiated.

Please note that appointment to and continuation in posts that require statutory registration is dependent upon the post holder maintaining annual registration in the relevant division of the register maintained by The Medical Council of Ireland.

5. Other Requirements Specific to the Post

Full Driving Licence – Access to own transport Participate in the Consultant On Call Rota at the NRH

NOTE: The extent of speed and change in the delivery of health care is such that adaptability is essential at this level of management. The incumbent will be required to maintain, enhance, and develop their professional knowledge, skills and aptitudes necessary to respond to a changing situation. The hospitals are at the developmental stage therefore, the Job Description must be regarded as an outline of the major areas of accountability at the present time, which will be reviewed and assessed on an on-going basis.

Patient Safety & Quality

The NRH prioritises the delivery of quality and safe patient care under HIQA and other quality standards. It is the responsibility of all staff at all levels to ensure that the highest level of quality services required for each patient is maintained. If you have a concern regarding any issue of patient safety and well-being, please bring this to the immediate attention of your manager.

Quality and Patient Safety supports the Health Service to deliver high quality and safe services to patients and service users. The post-holder is responsible and accountable to deliver a quality service that ensures patient safety. The post holder will work within a risk management framework that complies with the Health Information and Quality Authority (HIQA) National Standards and other quality standards as appropriate.

Quality, Patient Safety & Risk Management

The NRH is committed to supporting a culture of continuous quality improvement through effective governance, clinical effectiveness, and outcome measurement. Quality and Patient Safety supports the Health Service to deliver high quality and safe services to patients and service users. This involves developing appropriate standards of practice that can be measured from the clinician and service user perspective and requires that the Manager is:

- Responsible to ensure compliance with Health Information and Quality Authority (HIQA) National Standards, Health Service Executive (HSE), CARF/adopted Accreditation Standards, National and Local policies, procedures, guidelines, best practice standards, relevant government legislation and regulations.
- Participate in various standards, NRH accreditation and quality control groups to support the overall achievement and maintenance of the designated NRH quality and accreditation standards.
- To promote and effect a Continuous Quality Improvement (CQI) environment for services at NRH in line with existing and future regulatory requirements.
- To work closely with the Risk Management Department and the Quality Safety and Risk Committee (QSRC), clinical programmes and services to organise and assure implementation of all hospital and external quality, safety and risk management policies, procedures and requirements pertinent to services at the Hospital.

- The extent of speed and change in the delivery of health care is such that adaptability is essential for all staff. The post-holder will be required to maintain, develop and enhance the necessary professional knowledge, skills and aptitudes required to respond to a changing situation
- This job description does not contain an exhaustive list of duties, and the post holder may be required to undertake additional responsibilities. It will be reviewed from time to time to adapt and develop the role, according to service needs and Hospital policies.