Consultant Job Description

Grade: Consultant Physician in Stroke

Department: Medicine for Older People, Rehabilitation and Stroke

Reports to: Chief of Service

Job Summary:

Service pathway improvements in the Department of Stroke Medicine, in association with recent staffing changes due to retirement, have led to the availability of this post which provides an opportunity for a committed and flexible individual who is happy to adapt to the current opportunities presented as the Clinical Service Centre continues to evolve. The post is available on a full time basis (but is also suitable for candidates wishing to work less than full time).

The appointee will work closely with the other Stroke Consultants and contribute to the Hyperacute Stroke Service (including participating in the non-resident 1:7 on-call rota), the Acute Stroke ward, TIA and other services. This post also provides opportunities to be involved in redesigning the current stroke service and developing new pathways for the future, for example, there is current interest in developing a pathway for intra-arterial clot retrieval. The department is also actively involved in Stroke research, and there would be opportunities for the appointee to develop a research portfolio if desired.

The non-resident on-call rota for Stroke Medicine is currently an internal 1:7 rota throughout the week with split weekends to ensure adequate rest periods (‘Fri / Sun’ and ‘Sat only’). When on-call at weekends the Stroke Physician attends the 08:00 medical handover at QAH, and then reviews new patients, sick patients and potential discharges on the Hyperacute Stroke Unit, as well as covering a high risk TIA clinic. On site presence is required between 8am to 5pm on both a Saturday, and a Sunday.

Time back in lieu is given during the working week as per below. Out of hour’s thrombolysis cover is currently delivered by Specialist Registrars with support from Stroke Specialist Nurses, with further advice and support from the on call Stroke Physician.

Post holders are actively encouraged to participate in relevant service improvement projects, audits, research and represent the Stroke 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.
Provisional Example Timetable (during a 5 day week)

<table>
<thead>
<tr>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
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<tbody>
<tr>
<td>TIA clinic</td>
<td>ASU MDT meeting and round</td>
<td>ASU ward round</td>
<td>HASU</td>
<td>TIA clinic</td>
</tr>
<tr>
<td>ASU ward round</td>
<td>SPA</td>
<td>Clinical admin</td>
<td>HASU</td>
<td>SPA</td>
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</tbody>
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Total Programmed Activities: 10PA’s

Direct clinical care (DCC)

8 – *Stroke Medicine* – HASU; thrombolysis assessments; TIA clinic; stroke rehabilitation; out-of-hours commitment.

Supporting Professional Activities (SPA)

2 – Personal activities supporting appraisal and revalidation; professional meeting attendance across RM and Stroke; other activities eg educational.

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.

The on-call intensity supplement for the post is Medium Frequency, Category A at 5%. Weekend and out of hours predictable and unpredictable DCC accounts for 1.5PA’s work per week, which reduces the job plan to an average 8.5PA’s per working week. This is achieved by giving regular formal time off in the working week as 1 day per fortnight (timetabled to fit with others on this pattern) and 1 additional day off per month (taken flexibly). The example timetable above shows a typical 5 day week. The following week would be 4 days only.

Office space and secretarial support are provided for this post.
Person Specification

Qualifications

Essential
- MBBS, MBChB or equivalent
- MRCP or equivalent
- Holder of Certificate of Completion of Training (CCT) in Stroke Medicine OR with any appropriate speciality
- Entry on Specialist Register via CCT (proposed CCT date must be within 6 months of interview), CESR or European Community Rights
- Full registration with the General Medical Council (GMC) with licence to practice

Desirable
- PhD of Higher Degree or Diplomas

Clinical Experience

Essential
- Experience of Acute Stroke care, able to deliver thrombolysis for acute stroke

Desirable
- Training and wide experience in Geriatric Medicine, General Medicine, Acute Medicine or Neurology

Clinical Skills

- Excellent Communication Skills
- Ability to work flexibly
- Ability to work effectively with good time management and organisational skills
- Ability to take responsibility and provide leadership where appropriate
- Ability to work in a team environment and to develop effective working relationship on an individual multidisciplinary basis with all levels of staff

Management Skills

Essential
- Commitment to developing quality services for patients who have had a stroke
- Constructive approach to working with our management team

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 stroke, neurology and rehabilitation
- Desire to continue research at consultant level

**Audit/Governance**
- Evidence of participation in audit
- Working knowledge and experience of government frameworks
- Evidence of participation in Continuing Professional Development (CPD)

**Other**
- Access to own transport

**Respect and Dignity**

**Quality of Care**

**Working Together**

**Efficiency**

**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, back bone, 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 required to act in such a way that at all times the health and well being 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:**