

<b>Job Title</b>	<b>Unit Doctor - Bedded Rehabilitation</b>
<b>Band</b>	<b>GP 105,000 per year, £10,500 per clinical session 40 hours per week, working on 7-day rota. Negotiable – at least one day per week as part of GP rota on the unit</b>
<b>Responsible to</b>	<b>Head of clinical services</b>
<b>Accountable to</b>	<b>Head of clinical services</b>
<b>Base</b>	<b>Athlone and Alex Rehabilitation Units, W9 and W10</b>

### **Job Purpose**

The Unit Doctor for Bedded Rehabilitation will work in partnership with members of the multidisciplinary healthcare team on Athlone and Alexandra Rehabilitation units in Kensington and Chelsea and Westminster, to provide medical care for patients needing inpatient rehabilitation in the Northwest London Integrated Care System.

They will work as part of a team of GPs who provide the medical care for the two rehab units during daytime hours seven days a week on a rota basis. The two sites are located 1.2 miles apart in W9 and W10.

The GP is responsible for maintaining accountability and responsibility for the medical status of patients in their care.

### **The post holder will be responsible for:**

- Provide comprehensive medical assessment and review to all patients on the units, including clerking of new admissions.
- To participate in weekly multi-disciplinary meetings, as well as regular ward rounds, within the bedded units.
- Be an effective member of the Multidisciplinary Team to ensure productivity targets are met while improving patient care.
- To work flexibly across sites and departments from time to time as may be required.
- To respond in a timely manner to all requests while maintaining accountability and responsibility for the medical status of patients in their care.

### **Key Working Relationships**

#### **Internal**

- Bedded Units Leadership Team
- Divisional Clinical Director
- Multidisciplinary Team

#### **External**

- Inner Northwest London Acute Providers and surrounding
- NWL ICB

- NWL Discharge Hubs
- NWL PCNs

## **Main Duties and Responsibilities**

### **Clinical**

- Provide comprehensive medical assessment and medical review to all patients on the units, including new admissions, stable and deteriorating patients.
- Ensure prescriptions are accurate, management is appropriate for the patient and service setting and that results, and correspondence are reviewed and actioned responsively.
- Coordinate medical care, including liaising with community and hospital colleagues to ensure continuation of pre-existing plans and escalating cases to acute care settings when needed.
- Document in line with professional guidelines and Trust policies, including clinical records and communications between providers such as discharge letters.
- Provide effective liaison with admitting clinicians to the area of responsibility.
- Refer patients to appropriate specialists where indicated.
- To participate in weekly multi-disciplinary meetings, as well as regular ward rounds, within the bedded units.
- To liaise with nursing and therapy staff in planning care for patients.
- To ensure all drug charts are completed correctly in accordance with professional practice.
- Participate in research programmes relevant to activities on the intermediate care wards.
- Participate in clinical audit programmes relevant to area of practice.
- To be actively involved in the development of protocols and guidelines with colleagues from across the trust to be utilised on the bedded units.
- To provide support to nursing and therapy staff to ensure high quality care is delivered.
- To respond in a timely manner to all requests while maintaining accountability and responsibility for the medical status of patients in their care.

## **Professional**

- Identify learning needs under the guidance of the Divisional Clinical Director; ensuring that professional competency is maintained through internal and external attendance at education, training, and conferences as appropriate, and identified in line with General Medical Council requirements.
- Participate in education events for colleagues and the wider multi-disciplinary team.
- Contribute to ensuring that services provided within the bedded unit meet local and national guidelines regarding clinical effectiveness and clinical governance.

## **Relationships and communication**

- Participate in multi-disciplinary meetings and case discussions including planning and making care decisions with nursing and therapy colleagues.
- Work closely with the Medical Support Worker, including supervision of their work.
- Maintain a comprehensive written handover document to ensure continuity of care with doctors working on other days and liaise across units as part of daily reviews.
- Liaise with relatives and carers, including regarding best interest decisions and discharge.
- Liaise with health and social care professionals to ensure effective communication regarding all patients on the bedded units.

## **Leadership and staff development**

- Participate in research projects and educational sessions where relevant.
- Support nursing, therapy, and medical colleagues with role development and training, including supervision and mentorship when needed.
- Lead on clinical audits and take an active role in service development such as creating protocols and standard operating procedures relevant to the unit.
- Have overall case responsibility for the medical care of patients whilst on the unit.

- Work closely with Divisional leads to ensure the service delivered meets the needs of patients, local system partners and both local and national guidelines

#### **Other Duties**

- To adapt and develop in line with the changing needs of the role.
- To work flexibly across sites and departments from time to time as may be required.

**Person Specification**

**Job Title: Unit Doctor - Bedded Rehabilitation**

Factors	Criteria	Assessment Method
<b>Education/Qualification</b>		
Essential	<ul style="list-style-type: none"> <li>Professional registration</li> <li>Certificate of Completion in training in GP, Elderly Care or Rehabilitation medicine.</li> </ul>	AF
Desirable	<ul style="list-style-type: none"> <li>Leadership qualification</li> <li>Mentorship or supervisory skills training</li> <li>Relevant post-registration qualification (MRCP, DGM</li> </ul>	AF
<b>• Experience</b>		
Essential	<ul style="list-style-type: none"> <li>Work as a health professional in a community setting, including GP practices</li> </ul>	AF and IV
Desirable	<ul style="list-style-type: none"> <li>Experience working with patients with frailty</li> <li>Previous experience working in a 'community hospital', rehabilitation service or frailty service</li> <li>Having worked in an area of social deprivation</li> <li>Having led an improvement project or program</li> <li>Experience of working across organizational boundaries in healthcare</li> <li>Experience of developing clinical governance</li> </ul>	AF
<b>• Skills &amp; Knowledge</b>		
Essential	<ul style="list-style-type: none"> <li>Good understanding of older adults, acute medicine, frailty, and rehabilitation</li> <li>Working knowledge of Microsoft Word and GP practice systems</li> <li>Ability to interpret complex or incomplete information.</li> <li>Able to influence and persuade others articulating a balanced view and able to constructively question information.</li> <li>Able to build relationships with a range of stakeholders which are based on openness, honesty trust and confidence</li> </ul>	AF and IV
Desirable	<ul style="list-style-type: none"> <li>Knowledge of the social drivers of health</li> <li>Knowledge of behaviour change theories.</li> <li>Understanding systems and current NHS changes</li> <li>Independent thinker with good judgement, problem-solving and analytical skills</li> <li>Ability to deliver concepts concisely and accurately for diverse audiences.</li> <li>Able to inspire and motivate</li> <li>Experience using digital systems</li> </ul>	AF
<b>• Key Attributes</b>		
Essential	<ul style="list-style-type: none"> <li>Ability to co-ordinate and prioritise work.</li> </ul>	IV

	<ul style="list-style-type: none"> <li>• Ability to manage own workload and work independently as a doctor</li> <li>• Ability to provide support and supervision for other healthcare professionals</li> </ul>	
Desirable	<ul style="list-style-type: none"> <li>• High degree of personal credibility, emotional intelligence, and flexibility</li> <li>• Confident in facilitating and challenging others</li> </ul>	IV
<b>Assessment will take place with reference to the following</b> <b>AF – Application Form, IV – Interview, P – Presentation, T-Test, C Certificate</b>		