

SECONDMENT OR FIXED TERM OPPORTUNITY (2 YEARS)
Rehabilitation Consultant for Older People

£54,762 - £63,438

Location: Paisley, Hamilton, Musselburgh or Dundee

Do you want to help add life to years for older people in Scotland?

The Care Commission is a Non-Departmental Public Body, created by the Regulation of Care (Scotland) Act 2001, and employing over 600 staff across Scotland. It is responsible for regulating care services, by registering and inspecting them, dealing with complaints, and taking enforcement action where necessary.

Reporting to the Director of Adult Services Regulation you will promote and increase access to rehabilitation and falls prevention support across registered care homes and day services for older people. You will provide leadership and direction for care staff in promoting a rehabilitation strategy within care homes. You will assist service providers to develop and implement training for staff to ensure that meaningful activity and rehabilitation are core components of service delivery. This post is funded by the Scottish Government through the Chief Health Professions Officer for Scotland.

To succeed in this position you will be a Registered Allied Health Professional in physiotherapy, occupational therapy, dietetics, speech and language therapy or podiatry with substantial senior management experience particularly in relation to rehabilitation and re-enablement of older people. Educated to Degree level in a relevant discipline, you will have an ability to achieve results through drive, negotiation, persuasion and influence. You will have excellent communication skills along with the ability to build effective working relationships with a wide range of external stakeholders at national level in Scotland.

This job requires extensive travel throughout Scotland and may involve overnight stays and unsocial hours.

If you believe that your expertise and motivation make you suitable for this post, please email Human Resources at recruitment@carecommission.com for a recruitment pack or download a pack from our website - www.carecommission.com. Informal enquiries are most welcome to Marcia Ramsay, Director of Adult Services Regulation on 01382 207311 or email marcia.ramsay@carecommission.com

Application forms must be returned for the attention of Human Resources at the Scottish Commission for the Regulation of Care, Compass House, 11 Riverside Drive, Dundee, DD1 4NY by Friday 15th May 2009.



Job Profile



Job Title:	Rehabilitation Consultant for Older People
Location:	To be based in one of the Care Commission Offices in Paisley, Hamilton, Musselburgh or Dundee
Responsible to:	Director of Adult Services Regulation
Responsible for:	Providing strategic direction and support to implement the Scottish Government's Delivery Framework for Adult Rehabilitation in care homes and day services for older people

Principal Working Contacts

Internal:

Director of Adult Services Regulation
Director of Healthcare Regulation
Development Managers and Teams
Regional Managers
Nurse Consultant for Older People in Care Homes

External:

Providers of Care Homes for Older People
Local Authorities
NHS Boards (in particular the Rehabilitation Co-ordinators, Falls Prevention Co-ordinators and General Managers of Community Health and Social Care Partnerships)
Special Health Boards, including NHS Health Scotland, NHS Quality Improvement Scotland and NHS Education for Scotland
Alzheimer's Scotland – Action on Dementia, Help the Aged and other voluntary and advocacy organisations
Scottish Government Health Directorate
Health and Safety Executive
Scottish Care
Nation Association of Activity Professionals (NAAP)

Job Purpose

The purpose of the post is to promote and increase access to rehabilitation and re-enablement to ensure adults in care homes are able to realise their full rehabilitation potential, helping them to enjoy a quality of life, even when faced with life limiting conditions.

The postholder will provide leadership and direction for care staff in promoting a rehabilitation strategy within care homes and day services for older people in Scotland. The post holder will support service providers in developing and implementing training for care home staff to ensure that physical activity, rehabilitation and falls prevention are core components of service delivery.

The post holder will collaborate with General Managers in community health and social care partnerships, NHS Boards, Rehabilitation Co-ordinators and Falls Prevention Co-ordinators to enable rehabilitation and falls prevention initiatives to be developed which are meaningful and purposeful.

KEY ACCOUNTABILITIES

Strategic/Operational Management

- Identify staff's knowledge and awareness of the rehabilitation needs of older people including people with long term conditions and life limiting illnesses, including dementia
- Contribute to the avoidance of unnecessary admissions to hospital from care homes
- Provide strategic direction and support to the implementation of a rehabilitation and falls prevention strategy for care homes
- Identify tangible improvements in enablement/rehabilitation provision within care homes and day services, ensuring meaningful activity is a core component of daily living
- Engage with care service staff to deliver meaningful activity and rehabilitation
- Identify best practice for promoting rehabilitation, falls prevention and physical activity for older people within care services, including people with dementia
- Engage with the Rehabilitation and Falls Co-ordinators within NHS Boards to explore access to rehabilitation support and to ensure a case management approach to rehabilitation is provided



Relationship Management

- Provide clinical and professional leadership to support, facilitate and sustain best practice in rehabilitation and meaningful activity
- Work with all care home and day service staff to ensure enablement is at the heart of service delivery
- Work in collaboration with rehabilitation and fall prevention co-ordinators across Scotland to ensure equitable access to rehabilitation services within care homes
- Work in collaboration with NHS and Local Authorities to develop care management approaches to rehabilitation
- Work in collaboration with the Nurse Consultant for Older People in Care Homes to share communication and educational strategies

OTHER DUTIES

This job requires extensive travel and may involve overnight stays. This job description is a broad picture of the post at the date of preparation. It is not an exhaustive list of all possible duties and it is recognised that jobs change and evolve over time. Consequently the post holder will be required to carry out any other duties to the equivalent level that is necessary to fulfil the purpose of the job and to respond positively to changing business needs.

Objectives for this post will be agreed jointly with the Director of Adult Services Regulation and the Scottish Government's Chief Health Professions Officer and will be reviewed on a regular basis.

The successful applicant will be expected to work autonomously with clear priorities and objectives.



Person Specification



Attributes	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Registered Allied Health Professional with substantial senior management and leadership experience particularly in relation to rehabilitation services for older people • Experience of developing and delivering education programmes in a variety of formats • Experience of successfully managing multi-disciplinary and multi-agency teams across health and social care 	<ul style="list-style-type: none"> • Research experience
Education, Qualifications and Training	<ul style="list-style-type: none"> • Educated to Degree level • Registered with the Health Professions Council in disciplines of physiotherapy, occupational therapy, dietetics, speech and language therapy or podiatry • Committed to own Continuing Professional Development (CPD) 	<ul style="list-style-type: none"> • Educated or working towards Masters level
Skills/ Knowledge	<ul style="list-style-type: none"> • Expert knowledge, understanding and practice in the field of rehabilitation and enablement with older people • Evidence of involvement and impact in work at a Scotland wide level including membership of national working groups • Strong leadership qualities with the ability to think and manage strategically • Ability to work in partnership and collaborate with key stakeholders including Scottish Government, Local Authorities, Health Boards and service providers in the statutory, independent and voluntary sector. • Knowledge and understanding of the re-enablement and rehabilitation needs of older people and people with long-term conditions • Self motivation, confidence and ability to meet tight deadlines • Good understanding of the social and political environment in which care services for older people are provided 	<ul style="list-style-type: none"> • Good publication history • Expert knowledge of the Care Home sector

Key Performance Outcomes	Essential	Desirable
Effective Communication	<ul style="list-style-type: none"> • Excellent oral, public speaking and written communication skills • Ability to write detailed reports • Excellent interpersonal skills with the emphasis on negotiation, influence and diplomacy 	<ul style="list-style-type: none"> • Proven ability to write for national publication in journals.
Planning and Organising	<ul style="list-style-type: none"> • Evidence of ability to prioritise effectively and achieve deadlines • Ability to react to changing priorities and to prioritise conflicting demands • Demonstrates analytical and systematic approach to problem solving • Demonstrates initiative, drive and determination to complete tasks and achieve objectives • Work is self generated, planned and prioritised, identifying key issues, anticipating problems and initiating appropriate action to resolve them • Able to work autonomously and independently 	
Impact and Influence	<ul style="list-style-type: none"> • Demonstrates ability to influence at all levels • Ability to achieve results through personal power, negotiation, persuasion and influence • Ability to provide credible advice on rehabilitation and falls prevention to support older people 	
Improvement Focus	<ul style="list-style-type: none"> • Demonstrable vision for improving delivery of the national framework for rehabilitation in care services for older people • Evidence of influencing policy development • Research active 	<ul style="list-style-type: none"> • Live connections with an academic institution/ consortium/ strategic partnership

Key
Performance
Outcomes

Essential

Desirable

Working in
Partnership

- Ability to build constructive working relationships with people in a wide range of organisations across health and social care
- Ability to lead or participate in multi disciplinary and multi-agency working groups.

Please note – these are the key performance outcomes to be used to recruit into this role. The successful applicant will be assessed against all the performance indicators used in the Performance Development Review System once established in the role.