



TERMS OF REFERENCE

Rehabilitation Nurse Consultant

Expert in subacute and long-term rehabilitation for patients with spinal cord injury and traumatic brain injury, as part of a multidisciplinary team approach.

1. Background

War, and in particular the use of explosive weapons in populated areas, results in overwhelming numbers of spinal cord injuries (SCI) and traumatic brain injuries (TBI). These injuries require complex acute care and post-acute medical and rehabilitation management, as well as integrated mental health and psychosocial support and continued support on discharge. Effective management for people with an SCI or TBI is hugely resource intensive and requires specially trained staff. For this reason, the post-acute phase of care is best managed in a specialised centre. This helps decompress tertiary trauma facilities and ensures the best outcome for patients.

At present, there are no specialised SCI or TBI centres in Ukraine. As part of the Ukraine rehabilitation response strategy, the Ministry of Health (MoH) and the Ministry of Veterans Affairs have jointly identified the Rivne Regional Hospital for War Veterans in Klevan (hereinafter – Rivne Rehabilitation Centre), as best placed to rapidly build capacity to become a national SCI and TBI centre. The MoH have confirmed funding to increase staffing, a referral pathway from tertiary trauma facilities to the centre has been agreed, and the MoH have requested support from WHO to equip the centre and build staff capacity.

It is anticipated that the centre will need support for an initial 6-month period to build its capacity. Support would include deployment of international multi-disciplinary teams to work alongside existing Ukrainian staff to strengthen acute, post-acute and post-discharge SCI and TBI care, establishment of a psychosocial support program, and the procurement of medical and rehabilitation equipment, assistive products, pharmacy, and medical consumables. As community level rehabilitation services are almost non-existent in Ukraine, it is also necessary to establish Oblast (governorate) level follow up services for SCI and TBI.

Rivne Rehabilitation Centre Services:

The Rivne Rehabilitation Centre will become Ukraine’s only recognised national specialised centre for post-acute spinal cord injury and traumatic brain injury care. It currently has 240 beds in total, of which 50 beds are used for people with SCI and/or TBI. The remaining 190 are used for general rehabilitation, surgery, and nephrology. There are six beds reserved for the Intensive Care Unit. At present, the centre is only accepting referrals relating to the war and caregivers can be accommodated. The centre has a sports area and a swimming pool. Currently, there is no peer support program or community follow up of patients.

The multi-disciplinary international rehabilitation team will include the following team profiles: Physical and Rehabilitation Medicine Physician with a specialisation in spinal cord injury; specialist specialist occupational therapists and physiotherapists; and clinical psychologists.

2. Deliverables

The Rehabilitation Nurse is expected to work in close collaboration and coordination with the multidisciplinary rehabilitation team, the Rivne Rehabilitation Centre staff team and rotational staff teams from the secondary level SCI hospital facilities.

They will provide peer learning and teaching, both formal and bedside, to help the nursing staff focus on their broad role, covering a range of rehabilitation issues, including personal care, activities of daily living, short- and long-term health, social, independence, and emotional support. They will support and encourage patients to practice what they have been learning in their therapy sessions.

This will include, but is not limited to, a range of rehabilitation interventions :

- Management of personal care and other activities of daily living



- Management of continence
- Prevention and management of tissue viability
- Wound management
- Practice of mobility skills in the ward setting
- Education: information and practical teaching of nursing procedures or related routines to be learned before going home, which also includes teaching carers or family members to be proficient in tasks that require assistance.

The scope of practice of the nurses will be demonstrated across boundaries into the area of expertise of the other disciplines, such as:

- Encouragement to use strategies that will improve self-sufficiency and control over activities of daily living
- Working in conjunction with other disciplines to assist with practice and maintenance of skills or function developed during therapy. These may include techniques for showering, dressing, feeding, transfers and mobility skills
- Advocacy and negotiation of daily needs with other disciplines, including medical staff
- Assisting other disciplines with assessment of requirements for equipment

Deliverables (dates are to be confirmed pending availability of successful applicant):

	Descriptor	Timeline
1	Participate in the daily routine and activities of the Rivne rehabilitation centre	Daily Mon-Fri
2	Provide technical input into the equipment procurement plan with the other members of the multidisciplinary rehabilitation team under the direction of the WHO SCI Project Coordinator.	End October
3	Prepare a training and peer education package, as part of the wider multidisciplinary training package for delivery to the staff team within the Rivne rehabilitation centre.	End November
4	Train and peer educate 20 staff in the Rivne rehabilitation center.	End December
5	Evaluate the first training and peer education package and incorporate the learning.	End December
6	Support the Rivne rehabilitation centre staff team to train and peer educate additional staff from 4 secondary level acute hospitals.	End March
7	Evaluate each subsequent training and peer education packages delivered and continue to incorporate the learning.	End Jan, Feb & March
8	Weekly reporting on activities undertaken e.g., number of bedside teachings, number of staff taught, observations etc.	Weekly (Each Friday)
9	Participate in weekly multidisciplinary rehabilitation team planning meetings	Weekly
10	Any other requests that are deemed appropriate by the WHO SCI Project Coordinator and or WHO CO Technical Officer, Disability and Rehabilitation.	As requested, and agreed

3. Contract duration

Start date **as soon as possible**– 31 March 2023 (*6-month contract)

*May consider a shorter 3-month contract, dependent on the level of skills and experience.



4. Qualifications, experience, skills, and languages
<p>Essential qualifications</p> <ul style="list-style-type: none">• An internationally recognised Bachelor’s degree in Nursing• Current registration with the applicants home country professional regulatory body <p>Experience</p> <ul style="list-style-type: none">• At least 5 years’ experience working as part of a multidisciplinary rehabilitation team supporting patients with a spinal cord and traumatic brain injury. <p>Desirable:</p> <ul style="list-style-type: none">• At least 3 years’ experience working with international organizations in training and education in Physiotherapy.• Work experience in WHO or another international humanitarian organization. <p>Essential skills/Knowledge</p> <ul style="list-style-type: none">• Excellent teaching skills, including classroom based and ward/practical based.• Excellent communication and listening skills.• Excellent ability to work as part of a team.• Ability to work in low resource health settings and able to respectfully navigate language and cultural diversity.• Strong oral and report-writing skills (in English).• Able to demonstrate full alignment with the humanitarian principles at all times. <p>Essential IT Skills: Effective use of Microsoft Excel, Outlook, OneDrive, PowerPoint, Teams and SharePoint</p> <p>Languages</p> <ul style="list-style-type: none">• Excellent knowledge of oral and written English. Knowledge of Russian and/or Ukrainian would be an asset.
5. Supervision
<p>Supervision responsibilities: None</p> <p>Functional reporting line management: WHO Spinal Cord Injury Project Coordinator</p> <p>Technical reporting line management: WHO CO Technical Officer, Disability and Rehabilitation.</p>
6. Location (including in-country missions, if any)
<p>The consultant will be based in Klevan City and will work in the Rivne Rehabilitation Centre, (the north-west of Ukraine) approximately 2 hrs 45 minutes from L’viv.</p> <p>Only upon discussion and agreement with the WHO CO Technical Officer, Disability and Rehabilitation, the consultant may be asked to work off site in a secondary hospital facility,</p> <p>Full medical clearance will be required prior to travel to Ukraine.</p>
7. Remuneration and budget (travel costs excluded)
<p>Number of working days: 5 per/week on a 3- or 6-month contract.</p> <p>The remuneration package is based on classified requirements of the Terms of Reference and of the individual consultant. The successful applicant will be offered a monthly payment in addition to a daily</p>



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allowance, based on their academic and professional experience. Consultant salary grades are in accordance with WHO's consultant pay band ranges; payment will be made in USD.