Consultant in Palliative Medicine

www.thameshospice.org.uk
Organisational Overview

About Thames Hospice

Thames Hospice is a thriving independent charity based in Windsor, providing specialist palliative care for adults with advanced life-limiting illnesses, as well as support for their loved ones and carers. The Hospice serves the diverse population of East Berkshire and South Buckinghamshire, and has developed excellent links with the local acute trust, Frimley Health NHS Foundation Trust.

This is an exciting time to join our organisation, as we are currently building a new, state of the art hospice by Bray Lake, in the Royal Borough of Windsor and Maidenhead, which will allow us to expand and improve our inpatient, outpatient and education facilities.

The clinical services currently consist of:

- A 17-bedded Inpatient Unit (moving to a 28 bedded unit in 2020)
- 24/7 advice line
- Day Therapy Unit
- Multidisciplinary outpatient clinics
- Community Palliative Care Team which includes a 24 hour Rapid Response service
- Single Point of Access (SPA) for specialist palliative care services in East Berkshire
- Patient and Family Support team including counselling, bereavement services and pastoral care
- Physiotherapy and Occupational therapy
- Complementary therapy including acupuncture
- Lymphoedema service

It costs over £8 million per year to run the hospice and we rely on our community to fund over 50% of our care and services. We have busy and passionate fundraising and retail directorates, with 22 charity shops throughout the hospice catchment area. We have an incredible army of volunteers who support the hospice across all sectors, who are crucial to our organisation.

The Care Quality Commission rated Thames Hospice as Good after their last inspection in July 2016.

Our Values

Our values are the essence of our culture and inspire our behaviour. They are:

- **Compassion** – we treat everyone with kindness and compassion, providing a secure and caring environment
- **Excellence** – we are committed to delivering and demonstrating excellence in everything we do
- **Collaboration** – we recognise the best quality of care is achieved when we work as a team, leveraging the skills and experience of individuals as well as our healthcare and community partners
- **Integrity** – we always act with integrity and strive to demonstrate ethical standards of behaviour
- **Respect** – we believe in treating everyone with dignity and respect
- **Ambition** – our desire and determination to succeed in meeting the growing needs of our local community
- **Commitment** – we are committed to providing the best palliative and end of life care to all who need us now and in the future
Job Description

Job Title: Consultant in Palliative Medicine

Salary: NHS Consultant pay scale (depending on experience), plus on-call supplement

Location: Windsor – moving to Bray in 2020

Hours: 5-10 PAs per week plus participation in the Consultant 2nd on call rota

Responsible to: Lead Medical Consultant

Accountable to: Chief Executive Thames Hospice

The Role Summary

The hospice is looking to expand its medical team ahead of significant service developments in 2020 and the move to a new purpose built location. In addition to a current consultant vacancy, we are also looking to recruit to a new substantive post to support relocation into a larger, purpose built unit next year. We are seeking 2 enthusiastic and collaborative consultant colleagues to join the 2 existing Palliative Medicine consultants.

As part of the consultant team, the successful candidates will be responsible for delivering specialist Palliative Medicine across East Berkshire and South Buckinghamshire, providing consultant-led care for the hospice inpatient unit and community palliative care teams. The successful applicants will be based at Thames Hospice with work in the community setting. They may also be required to work flexibly with the hospital site (Wexham Park Hospital) in order to provide seamless patient care, plus potential to develop our existing close relationship with the acute trust in future.

The post-holder(s) will join the current Palliative Medicine consultants:
- Dr Sophie Price (Thames Hospice Lead Consultant, 0.9 WTE)
- Dr Fiona Lisney (Wexham Park Hospital Clinical Lead, 0.9 WTE)

Key Working Relationships

- The Director of Patient and Family Services
- The Deputy Director of Clinical Services
- The consultant-led medical team comprising 4 consultants (3.4 WTE with the new post holder, working across hospice, community and hospital settings), 4 specialty doctors (3.4 WTE working within hospice inpatient unit and community settings), GP VTS trainees (2 WTE hospice-based on rotation) and FY2 doctor (1 WTE hospice-based on rotation)
- The Specialist palliative care pharmacist
- The multi-professional team in the Inpatient Unit
- The multi-professional Community Palliative Care Team
- The multi-professional team in the Day Therapy Unit
- The support staff and volunteers across the hospice services
- The hospital Palliative Care Teams of Frimley Health NHS Foundation Trust and Royal Berkshire NHS Foundation Trust, as well as other hospital-based clinicians
- The Frimley ICS EoLC steering group
- Primary care colleagues, including GPs, District Nurses and Community Matrons
- Disease-specific teams such as the AIR, Heart Failure and neurological teams
- East Berkshire CCG and primary care End Of Life Leads
- Other Specialist Palliative Care providers, including Phyllis Tuckwell Hospice, Rennie Grove, Buckinghamshire
Main Responsibilities and Duties

CLINICAL RESPONSIBILITIES

1. To support the provision of holistic medical care, working closely with other members of the medical and wider multi-professional team as per a designated job plan.
2. To attend and support daily inpatient unit handover meetings and provide Consultant led ward rounds /patient reviews.
3. To support and meet with relatives and carers
4. To support and supervise medical staff (Specialty Doctors, GP trainees and FY2 doctors) in their day to day practice on the ward
5. To provide medical support to the Community team through advice, caseload reviews and domiciliary visits or outpatient appointments as needed
6. To liaise with primary and secondary care colleagues, community palliative care nurses and other community services as appropriate
7. To provide medical outpatient support to patients attending the Day Therapy Unit or medical outpatient clinic
8. To participate in weekly locality Specialist Palliative Care Multidisciplinary Team meetings, including inpatient unit, community team and day therapy unit
9. To participate in the induction, training and supervision of rotating junior doctors within Palliative Care
10. To provide support and conduct appraisals for the hospice specialty doctors in conjunction with consultant colleagues
11. To develop relevant data collection tools, outcome measures and key performance indicators
12. To participate in clinical governance, audit and research activities
13. To share in providing consultant advice and support to the 24/7 advice line CNS and Rapid Response team, 1st on-call hospice doctors, hospital and community specialist palliative care teams, as well as other paramedic, primary and secondary care clinicians as per the 2nd on-call consultant rota for Buckinghamshire and East Berkshire

CLINICAL - GENERAL DUTIES

1. To keep accurate, clear and up-to-date medical records
2. To complete patient letters for primary care and other healthcare professionals as required
3. To respect at all times the confidentiality of information covering patients, staff and volunteers.

EDUCATION

1. To support hospice junior medical staff (FY2 and GP trainees) through supervision, tutorials and informal bedside teaching/training
2. To contribute to the educational programmes provided by the hospice for multidisciplinary health professionals
3. To support any visiting health professionals (e.g. GP registrars; medical, nursing or paramedic students) to benefit their hospice visit or placement

AUDIT / QUALITY IMPROVEMENT

1. To participate in regular team meetings, clinical and audit meetings
2. To participate in regular medical journal club
3. To support service improvement projects and audits in progress, including mentorship of junior doctors in this area
4. To actively identify areas for service improvement and audit
5. To attend and contribute to relevant in-house educational meetings
6. To participate in continuing professional development activity as agreed at appraisal with your consultant supervisor
OUT OF HOURS (OOH) SERVICE

The 2nd on-call consultant rota currently includes 1:5 weekends (Fri pm – Mon am) and 1:5 weeknights (Mon pm – Fri am). This is covered collaboratively with our Buckinghamshire consultant colleagues and requires an honorary contract with Buckinghamshire Healthcare NHS Trust. Consultant advice is provided to Thames Hospice and Florence Nightingale Hospice inpatient and community teams, Rennie Grove community-based palliative care teams, hospital palliative care teams (Wexham Park, Wycombe General and Stoke Mandeville Hospitals) as well as other primary care, paramedic and secondary care clinicians. This is mostly provided in the form of telephone advice. It may on occasion be necessary to attend a hospice site in person, and this time would be compensated with TOIL.

PROFESSIONAL SUPPORT AND DEVELOPMENT

1. Commitment to continuing professional development is expected, and supported through allocation of SPA time
2. It is essential that the candidates participate in annual appraisal with a trained appraiser, which will allow discussion of professional development and training needs. They will be supported by the hospice with the appraisal and revalidation process.
3. Mandatory training must be completed and kept up to date as per the hospice requirements
4. The medical team is supported by a visiting Clinical Psychologist who offers individual sessions
5. The hospice runs regular Schwartz Rounds for all staff, and reflective sessions for clinical staff as needed
6. Access to mentoring for newly appointed consultants will be encouraged and supported.

ADMINISTRATIVE SUPPORT

Office accommodation and secretarial support will be provided in addition to a computer, email address and access to the local hospital library services

WORKLOAD

The hospice currently has 17 inpatient beds, with plans to move to a 28 bedded unit in 2020. The community clinical workload is anticipated to be 1 new patient and 3 follow up patients for an outpatient clinic or 2 domiciliary visits per session. Time for lunch and travel is incorporated into expected timetables.

Job planning will take place with the Lead Consultant at the start of the post, taking into account both the post holder’s developmental and service needs. For each 10 Programmed Activities (PA), a minimum of 1.5PAs will be designated for supporting professional activities. The consultants are expected to share the workload fairly between them and each consultant has designated non-clinical time. It is recognised that administrative tasks will also be performed flexibly on other days, if other medical staff are not available, the post holder may have to take on other additional clinical commitments, as required.

Job plans may be amended by negotiation with the Lead Consultant and the other consultants.
CONDITIONS OF SERVICE

The post holder will have a Thames Hospice contract of employment.

1. The post holders must be fully registered with the General Medical Council
2. The post holders must have adequate and appropriate medical indemnity cover – the hospice will contribute to a proportion of any medical defence/protection costs for the period of employment
3. The salary will be guided by the NHS Consultant grade salary scales
4. The post holder may be able to continue with the NHS superannuation scheme
5. Annual leave entitlement is 6 weeks per year plus bank holidays pro rata
6. Study leave and a study budget is provided
7. Thames Hospice is committed to being an equal opportunities organisation. It is committed to promoting equal opportunities and preventing discrimination. This policy applies to both its service delivery and to its own employment practices. You will be willing and able to demonstrate commitment to Thames Hospice Equal Opportunities Policy.

Please note this job description is intended as an outline of the duties of the post – other duties may be required according to the needs of the service. The job description may be subject to agreed amendment depending on the experience or training needs of the post holder.

Job planning will take place with the Lead Consultant at the start of the post, taking into account both the post holder’s development and service needs.
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<th>ATTRIBUTES</th>
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<tr>
<td>General</td>
<td>• The highest ethical and professional standards</td>
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<td>• Excellent communication skills, both verbal and written</td>
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<td>• Commitment to developing specialist palliative care services in all settings</td>
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<td>• Ability to work under pressure</td>
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<td>• Ability to both lead and be led as part of a team</td>
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<td>• Ability to manage time effectively</td>
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<td>• Valid full driving licence</td>
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<td>Clinical expertise and ability</td>
<td>• Full registration with the GMC</td>
<td>• Other higher degree or diploma</td>
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<td>• MRCP/MRCGP or equivalent</td>
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<td>• To have a CCT or equivalent in palliative medicine or be within six months of achieving such at the time of interview</td>
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<td>• Excellent clinical skills in specialist palliative care</td>
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<td>• Proven ability to efficiently and sensitively manage patients with complex physical, psychological, spiritual and social problems</td>
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<td>• Ability to respond sensitively to needs of carers, relatives and friends of people with palliative care needs</td>
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<td>• Proven ability to work well within a multidisciplinary and support others to flourish</td>
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<td>• Ability to work sensitivity within a multicultural community</td>
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<td>• A creative and imaginative approach to service delivery and improvement</td>
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<td>Clinical governance, audit and research</td>
<td>• An understanding of and proven abilities in clinical audit</td>
<td>• Proven ability and commitment to carry out high quality research leading to publication</td>
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<td>• An understanding of the importance of continuous professional development and life-long learning and commitment thereto</td>
<td>• Experience of drafting or contributing to multi-professional / multiagency clinical guidelines or care pathways</td>
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<td>• An understanding of and a proven ability to apply research findings to individual patients or populations of patients</td>
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<td>Teaching</td>
<td>• Ability and commitment to teach in a clinical and academic setting</td>
<td>• Proven experience of management in a clinical area</td>
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<td>• Ability and commitment to teaching various clinical disciplines</td>
<td>• Ability to support advanced practitioners from other professional groups develop new skills</td>
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<td>Administrative and management</td>
<td>• Evidence of management and leadership skills or training</td>
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<td>• Ability to effectively organise, prioritise and manage clinical workload</td>
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<td>• Commuter literacy and IT skills</td>
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<td>• Ability to lead multi-professional teams and be able to work effectively within such teams</td>
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<td>• Experience supervising junior medical staff</td>
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<td>• Be skilled at encouraging and giving feedback</td>
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<td>Personal attributes</td>
<td>• Ability to organise time effectively and meet deadlines</td>
<td>• Advanced Communication Skills training</td>
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<td>• Experience of taking responsibility for own actions and know when to seek advice appropriately</td>
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<td>• Ability to remain calm under pressure</td>
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<td>• Be a skilled communicator, with a commitment to continuous improvement</td>
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<td>• Ability to develop effective and supportive relationships with colleagues</td>
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<td>• Have an interest in complex decision-making and ethical issues, working as part of a team</td>
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<td>and with patients and families to find the best approach</td>
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<td>• Commitment to Thames Hospice Values</td>
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<td>Special Conditions</td>
<td>• Access to own vehicle with personal insurance cover for business use</td>
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<td>• Ability to reach the hospice within 45 minutes when 1st on call</td>
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<td>• Appointment is subject to an Enhanced Disclosure and Barring Service check including Barred Lists</td>
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<td>• Post holder immunised for Hepatitis B, MMR, Tuberculosis and Chickenpox</td>
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Next Steps

To arrange an informal discussion and/or visit with Dr Sophie Price, Lead Consultant, please call Rachel Davis, Medical Secretary on 01753 848961 or e-mail, rachel.davis@thameshospice.org.uk

To apply: Please complete the Application Form and send to hroffice@thameshospice.org.uk

Interviews: Tuesday 8th October and Tuesday 15th October 2019