

Organisational Overview

About Thames Hospice

Thames Hospice is a state of the art, leading UK hospice providing specialist palliative and end-of-life care to adults and teenage & young adults (16 years onwards) with advanced life-limiting illnesses, as well as support for their loved ones and carers. Situated by Bray Lake, between Windsor and Maidenhead. The hospice is set in stunning grounds surrounded by landscaped gardens and breath-taking lake views. The hospice offers a unique range of services to meet the growing needs of our local community, acting as a regional hub for specialist palliative care services at our 28-bed inpatient unit, day therapy unit and community services.

This is an exciting time and a fantastic opportunity to join our organization, as we expand and develop our services to provide the best quality care and support to individuals and their families facing life limiting illness and end of life.

The Hospice serves the diverse population of East Berkshire and South Buckinghamshire, and has excellent links with the local acute trust Frimley Health NHS Foundation Trust.

Our services include:

- A 28-bedded inpatient unit
- 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, aromatherapy, reflexology, reiki and holistic massage
- Lymphoedema service

The hospice costs over £12 million per year to run, and we depend on our community to fund our 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, and who are essential 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

Ambition – our desire and determination to succeed in meeting the growing needs of our local community

Respect – we believe in treating everyone with dignity and respect

Excellence – we are committed to delivering and demonstrating excellence in everything we do

Job Description

Job Title: Consultant in Palliative Medicine

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

Location: Bray Lake, Maidenhead

Hours: 7 PAs per week plus participation in the Consultant 2nd on call rota (frequency no less than 1 in 6)

Responsible to: Medical Director

Accountable to: Chief Executive Thames Hospice

The Role Summary

This new permanent post will be an integral part of an established specialist palliative care medical team providing consultant-led community and inpatient hospice care at a time of growth and development. The role offers an excellent opportunity to influence palliative and end of life care services, and to make a meaningful difference to people at the end of their life and their families.

This post is mainly based at Thames Hospice delivering Specialist Palliative Medicine across East Berkshire and South Buckinghamshire, providing consultant-led care to the hospice inpatient unit and community palliative care services including day hospice and outpatient services. As well as delivering consultant led clinical services the post holder will have opportunity to lead on service development projects or lead on medical education.

The post holder will join a dynamic and supportive consultant team:

- Dr Jita Das (Medical Director and Consultant Palliative Medicine (0.8 WTE)
- Dr Clare Statham (Consultant in Palliative Medicine(0.7 WTE)
- Dr Anoosha Patel (Consultant in Palliative Medicine (0.7WTE)

Close working relationship with Dr.Fiona Lisney,Consultant Hospital Palliative Care,Wexham Park Hospital

Key Working Relationships

- Director of Nursing and Family Services
- Director of Education and Innovation
- Hospice medical team comprising 2 specialty doctors (1.5 WTE within hospice and community settings), 2 GP VTS doctors (2 WTE hospice-based on rotation), FY2 doctor (1 WTE hospice-based on rotation), 2 Clinical Fellow doctors (1.6 WTE hospice-based) and 1 Nurse Consultant (0.9 WTE hospice-based)
- Specialist Palliative Care Pharmacist
- Multi-professional team at hospice Inpatient Unit & community palliative care service.
- Multi-professional team at Day Therapy Unit
- Support staff and volunteers across hospice services
- Specialist hospital palliative care teams of Wexham Park Hospital, Frimley Health NHS Foundation Trust, Royal Berkshire NHS Foundation Trust, and other hospital-based clinicians
- Primary care colleagues including GPs, District Nurses and Community Matrons
- Disease-specific teams including Adult Intergrated Respiratory (AIR), heart failure, neurological teams and regional Teenage & Young Adults services.
- East Berkshire CCG and primary care End of Life Care Leads
- Other Specialist Palliative Care providers, including Phyllis Tuckwell Hospice and Rennie Grove Hospice Care (Buckinghamshire)

Main Responsibilities and Duties

CLINICAL RESPONSIBILITIES

1. To provide medical leadership and 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 participate in weekly locality Specialist Palliative Care Multidisciplinary Team meetings, including Inpatient Unit, Community Team and Day Therapy Unit
6. To provide medical support to the Community team through advice, caseload reviews and domiciliary visits or outpatient appointments as needed
7. To liaise with primary and secondary care colleagues, community palliative care nurses and other community services as appropriate
8. To provide medical outpatient support to patients attending the Day Therapy Unit or medical outpatient clinic
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, PCRT, 1st on-call hospice doctors, hospital and community specialist palliative care teams, and other

paramedic, primary and secondary care clinicians as per the 2nd on-call consultant rota for Buckinghamshire and East Berkshire

14. To contribute to the development of, and to lead and participate in integrated disease-specific MDT meetings including advanced non-malignant cardiac, respiratory and neurodegenerative disease, and teenage and young adults palliative care service.
15. There will be opportunity to lead on undergraduate and post graduate medical education and lead on quality improvement and research projects.

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

The post holder will participate in the delivery of educational projects and training programmes at the hospice, including:

1. Training days for GPs, other primary care and secondary care healthcare professionals
2. Study days for 5th year medical students and GP VTS trainees
3. Educational support to hospice junior medical staff and community palliative care team clinicians through supervision, tutorials and informal bedside teaching
4. Participation in weekly medical team education meetings (CME) and continued professional development (CPD)
5. Delivery of multi professional palliative care education as part of Thames Hospice Education and Training programme.

AUDIT / QUALITY IMPROVEMENT

The post holder will:

1. participate in regular clinical, audit and team meetings
2. be encouraged to actively identify areas for quality improvement and audit, and to lead on these projects
3. support service improvement projects and audits in progress, including mentorship of junior doctors in this region
4. be encouraged to identify areas for research and where possible link into research projects

In addition to above there will be opportunities to take on management and leadership roles within the hospice.

PROPOSED JOB PLAN:

5.75DCC Thames Hospice Inpatient Unit/Community/Day Therapy Unit and Outpatients
1.25 SPAs

This proposed Job Plan may change on discussion with the post holder to meet service needs.

OUT OF HOURS (OOH) SERVICE

The 2nd on-call consultant rota currently includes 1:6 weekends (Fri pm–Mon am) and 1:6 weeknights (Mon pm–Fri am). This on call frequency will change with appointment to this post and appointment of a new consultant at Buckinghamshire Healthcare NHS Trust. 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) and 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 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

CONDITIONS OF SERVICE

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

1. The post holder must be fully registered with the General Medical Council
2. The post holder 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.

Person Specification: Consultant in Palliative Medicine

ATTRIBUTES	ESSENTIAL	DESIRABLE
General	1.1 The highest ethical and professional standards 1.2 Excellent communication skills, both verbal and written 1.3 Commitment to developing specialist palliative care services in all settings 1.4 Ability to work under pressure 1.5 Ability to both lead and be led as part of a team 1.6 Ability to manage time effectively 1.7 Valid full driving licence	
Clinical expertise and ability	2.1 Full registration with the GMC MRCP/MRCGP or equivalent 2.2 To have a CCT or equivalent in palliative medicine or be within six months of achieving such at the time of interview 2.3 Excellent clinical skills in specialist palliative care 2.4 Proven ability to efficiently and sensitively manage patients with complex physical, psychological, spiritual and social problems 2.5 Excellent communication skills, both verbal and written 2.6 Ability to respond sensitively to needs of carers, relatives and friends of people with palliative care needs 2.7 Proven ability to work well within a multidisciplinary team and support others to flourish 2.8 Ability to work sensitively within a multicultural community 2.9 A creative and imaginative approach to service delivery and improvement	2.91 Other higher degree or diploma
Clinical governance, audit and research	3.1 An understanding of and proven abilities in clinical audit 3.2 An understanding of the importance of continuous professional development and life-long learning and commitment thereto 3.3 An understanding of and a proven ability to apply research findings to individual patients or populations of patients	3.4 Proven ability and commitment to carry out high quality research leading to publication 3.5 Experience of drafting or contributing to multi-professional / multiagency clinical guidelines or care pathways

ATTRIBUTES	ESSENTIAL	DESIRABLE
Teaching	4.1 Ability and commitment to teach in a clinical and academic setting 4.2 Ability and commitment to teaching various clinical disciplines	
Administrative and management	5.1 Evidence of management and leadership skills or training 5.2 Ability to effectively organise, prioritise and manage clinical workload 5.3 Computer literacy and IT skills 5.4 Ability to lead multi-professional teams and be able to work effectively within such teams 5.5 Experience supervising junior medical staff 5.6 Be skilled at encouraging and giving feedback	5.7 Proven experience of management in a clinical area 5.8 Ability to support advanced practitioners from other professional groups develop new skills
Personal attributes	6.1 Ability to organise time effectively and meet deadlines 6.2 Experience of taking responsibility for own actions and know when to seek advice appropriately 6.3 Ability to remain calm under pressure 6.4 Be a skilled communicator, with a commitment to continuous improvement 6.5 Ability to develop effective and supportive relationships with colleagues 6.6 Have an interest in complex decision-making and ethical issues, working as part of a team and with patients and families to find the best approach 6.7 Commitment to Thames Hospice Values	6.8 Advanced Communication Skills training
Special Conditions	Access to own vehicle with personal insurance cover for business use Ability to reach the hospice within 45 minutes when 1 st on call Appointment is subject to an Enhanced Disclosure and Barring Service check including Barred Lists Post holder immunised for Hepatitis B, MMR, Tuberculosis and Chickenpox	