

QUEENSCOURT HOSPICE

Registered Charity No 518801

West Lancs, Southport & Formby Palliative Care Services Specialty Doctor Palliative Medicine Vacancy Details

Background

West Lancashire, Southport & Formby (WL,S&F) is a combined seaside resort and rural area bounded by the Ribble Estuary to the north, the M6 to the east, the River Alt to the south and the Irish Sea to the west. WL, S&F has approximately 235,000 residents, with an influx of summer visitors, and 1.2% of the population die each year. It has a very high elderly population in its attractive retirement properties and a large care home population of approximately 3,500 beds.

Queenscourt Hospice is an independent charitable organisation located in a purpose-built unit providing a Specialist Palliative Care Service for the people of Southport, Formby, West Lancashire and surrounding districts with far advanced, progressive, incurable disease, whose focus of care is quality of life.

Queenscourt is staffed by a skilled multi-professional team embracing orthodox and complementary therapies, social re-integration and psychological support, for patients and carers to enable them to be at home as far as possible.

Queenscourt responds to medical referrals by providing symptom control, crisis intervention, assessment and rehabilitation through short in-patient stay (10 beds) multi-professional out-patients and day service, 'at home' service, carer and bereavement support.

Queenscourt provides medical, therapy and day services as external palliative care services as part of the local hospital and community palliative care team to local NHS Trusts.

Queenscourt Hospice also runs an active educational programme for health professionals, volunteers and carers within the Terence Burgess Education Centre.

Vacancy

Job Title: Specialty Doctor Palliative Medicine

Reports to: Medical Director (Queenscourt) / Consultant in Palliative Medicine

Hours Part time post: 2 or 3 days per week (0830-1700) to include Monday, Tuesday & Friday. There is a regular on-call commitment of 1 in 8 weekends with clinical supervision from Palliative Medicine Consulant (weekday night 5pm-9am / weekends on call (1700 Fri – 0900 Mon) with opportunity for weekday on call working to cover annual leave. Change in working days may be

negotiated if required to meet the needs of the service. Share of Bank Holiday working.

Salary: Dependent upon experience (starting salary between £91,888 and £98,067 inclusive of on-call enhancements)

Contract Type: Permanent

Annual Leave: 6 weeks pro rata

Study Leave: up to 5 days per annum, pro rata by application

Terms and Conditions

Queenscourt employs staff on its own salary scales, and terms and conditions of employment which are similar, but not identical, to those applying within the NHS. Membership of the NHS Superannuation Scheme can be transferred to the employment of Queenscourt Hospice for employees who had existing membership within the last twelve months. The appointment will be subject to satisfactory references, occupational health report, verified professional registrations & qualifications and an enhanced DBS check with Adults Barring List. Postholder must maintain own medical defence membership cover.

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Specialty Doctor Palliative Medicine

Specialty Doctor Palliative Medicine Job Description and Person Specification

Job Summary

The post of **Specialty** Doctor Palliative Medicine is for doctors who have undertaken Primary Care or Speciality training or equivalent, usually with a CCT. This post will work across boundaries of hospital, hospice, community and care home providing assessment, advice and support in all of these settings. They will be capable of developing in the role towards more independent working as part of a multi-professional team. This fixed-term post has been created to enhance the existing medical team

The post-holder is required to:

1. To work as a valuable, flexible, member of the fully integrated multi-professional team at Queenscourt Hospice providing medical services to inpatients and outpatients, those in hospital and those at home. There will be consultant and senior doctor support on site during the day and off-site cover at night.
2. Those with sufficient experience of palliative medicine will work with the wider palliative care team to provide hospital, community and out of hours advice and support.
3. Keep the Medical (MD) or Deputy, closely informed, to ensure continuity of care and good communication.
4. Liaise with the Consultants & other Specialty Doctors in Palliative Medicine, keeping them closely informed of patients within WL, S&F hospital and community.
5. Participate in the bank holiday rota as agreed and provide cover for the absence of colleagues as required.
6. Engage in personal and professional development according to the Queenscourt learning & development pathways for doctors. Support will be given for training and development in line with the Association for Palliative Medicine Training and Development Framework for SAS Doctors.

Main Duties and Responsibilities

Clinical

1. Provide day to day medical supervision of in-patients.
2. Assessment, care and treatment of patients in out-patients, in hospita
3. Work closely with, and respect the various roles & skills of, the multi-professional team.

4. Keep clear, accurate and contemporaneous, mainly electronic, medical and multi professional records.
5. To identify and address the physical, psychological, spiritual and social needs of patients and the emotional, spiritual and psychological needs of their families and friends.
6. Keep the patient's family and carers informed, according to the patient's wishes and be available to see them together with other members of the multi-professional team as required.
7. Liaise closely with, and support, the patient's GP, other health professionals, within and without the palliative care services, and participate in clinical meetings.
8. Be responsible for death verification, certification and associated administrative and legal duties.
9. Support the development and implementation of integrated palliative care systems throughout all healthcare settings.

Education

10. Undertake own personal and professional development in discussion with Medical Director.
11. Be a positive role model and contribute to the training and support of those on undergraduate or postgraduate placement from all professions and disciplines.
12. Contribute to the multi-professional undergraduate and postgraduate education programme.
13. Participate in the facilitation of teaching and learning.
14. Share knowledge and skills with others to assist in their professional development.
15. Develop skills in all areas of bedside & clinical as well as interactive small group teaching.
16. Support other members of the team in teaching and developing education skills.
17. Participate in the teaching peer review process.
18. Undertake educator training according to role and requirements including as a clinical supervisor initially and educational supervisor eventually.

Governance

19. Follow all clinical and corporate, policies and procedures.
20. Undertake to keep full, contemporaneous, electronic and written clinical records and ensure effective, accurate, clinical correspondence.
21. Undertake clinical and educational audit in conjunction with audit programme.
22. Present at audit meetings and create and deliver appropriate action plans and interventions following this.
23. Be involved in the research programme.

Development

24. Keep up to date with current, general and specialty, knowledge and skills.
25. Relevant personal and professional development including recognised qualifications in palliative medicine, advanced communication skills and teaching according to role.
26. Undertake in service and mandatory training as required.
27. Engage in, and be prepared to lead, developmental activities such as journal club.
28. Keep up to date with current journals and literature.
29. Assist in identifying areas for research and audit.
30. Contribute to the specialist palliative care research & audit programme.

Professional

31. Engage fully in performance review and annual organisational appraisal with the MD.
32. Prepare for and undertake professional appraisal and revalidation as required.
33. Maintain full registration with the General Medical Council.
34. Maintain fully subscribed membership of a recognised medical defence organisation.
35. Ensure attendance at statutory and mandatory training.

Other

36. Comply with all Queenscourt policies and procedures.
37. Maintain confidentiality at all times and comply with data protection and information governance requirements.
38. Contribute to the wider corporate and organisational needs of Queenscourt and the wider integrated specialist palliative care service.
39. Sign cremation documents, medical reports etc, relating to patients of Queenscourt in the name of Queenscourt Hospice, to allow remuneration to, in some measure, offset the cost of medical cover.
40. Recognise and respect the tremendous personal contribution of all staff and volunteers to the overall atmosphere and standards of Queenscourt.
41. Contribute to a patient & family centred, solution focused, positive attitude at all times.
42. Contribute to occasional social provision for patients, supporting outings, parties and similar activities, which enhance the overall atmosphere.
43. Within this role, there will be a requirement for social contact with patients and/ or patient families

Person Specification – Specialty Doctor Palliative Medicine

Attributes Required (based on job requirements)	Essential	Desirable	How tested
<u>Qualifications</u>	MB ChB or equivalent Full GMC Revalidation / License to Practice CCT in primary care / specialty	Palliative Medicine qualification Teaching qualification Relevant postgraduate qualification e.g. MRCP, MRCP or equivalent Inclusion on GMC database for Clinical and Educational Supervisors	Application form Certificates
<u>Experience</u>	At least 5 years post-registration experience. (Experience of primary care/specialist training programme)	Experience in primary care Experience of multi-professional working Experience of varied teaching situations Experience in palliative medicine or end of life care	Application form Interview References
<u>Skills & knowledge</u>	Ability to undertake thorough holistic assessment of patients and families. Ability to undertake clinical care of patients with support where necessary. Awareness of own limitations Excellent verbal communication skills. Excellent and clear documentation skills. Excellent clinical skills Excellent inter-personal skills. Demonstrates attention to detail. Evidence of continuing professional development Understanding of hospice and palliative care philosophy Understanding and experience of clinical governance Good IT skills. Good organisational skills	Recent procedural skills Advanced Communication Skills (3day national course) Teaching skills	References Interview Application form
<u>Personal Qualities</u>	Equally capable of team working & autonomous practice. Flexible attitude Ability to prioritise workload and manage priorities. Clear patient/family focus Enthusiastic & hardworking Keen & willing to learn. Reflective Enthusiastic teacher Effectively handles emotionally charged situations. Demonstrates diplomacy and tact. Demonstrates ability to use learning opportunities. Able to cope with own stress and emotions appropriately. Commitment to continuing personal development		References Interview

Disclosure and Barring Service (DBS)

This post is subject to an enhanced DBS check with Adult Barring List