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**Hospice Specialty Doctor in Palliative Medicine**

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| Job Title: | Hospice Specialty Doctor in Palliative Medicine |
| Department: | Medical Team |
| Location: | St Catherine’s Hospice |
| Professionally accountable to: | Hospice Medical Director |
| Salary: | Basic £51,000 - £94,000 (full time) depending on experienceplus 1.45 PA and 4% availability allowance for 1 in 6 on call |
| Job Summary:  | To work providing specialist palliative care, knowledge and expertise to patients, families, health and social care disciplines to enhance the delivery of holistic palliative care on the Hospice Inpatient Unit with flexibility to work across all clinical services depending on clinical demand. The post-holder will uphold the Hospice values of being caring, compassionate and committed |

 Responsibilities

**JOB DESCRIPTION**

| Job Summary |
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The post holder will use advanced clinical and communication skills to identify, assess, diagnose, treat and manage patients diagnosed with life limiting conditions with palliative and end of life care needs. They will exercise complex levels of judgement, discretion and decision-making in clinical care. They will monitor and improve standards of care through goal setting, use of advance care planning and other best practice tools and measurable outcomes. The post holder will make appropriate use of the latest evidence to supervise practice, audit clinical care, teach, support and mentor professional colleagues. The hospice will offer the post holder development opportunities in clinical and non-clinical experience.

| Main Duties and Responsibilities |
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| * To work in partnership with the medical, nursing and wider multidisciplinary teams
* To demonstrate advanced clinical judgement in planning, implementing and evaluating care for patients with complex palliative needs in the in-patient unit, and when needed in the community settings
* To carry out a high standard of clinical assessment using emerging advanced practice knowledge and skills, determining and providing clinical management plans, treatment and interventions, referrals and prescribing in accordance with local policies, national standards and formularies relating to independent prescribing
* Demonstrate advanced communication skills with patients, families and colleagues, face to face, written, and over the telephone or virtually.
* Participate fully as part of the 24/7 specialist team as first on-call weekday, weekends and bank holidays (supported by second on-call senior medical staff). On-calls days

Monday to Friday are non-resident 17:00-09:00. On-call at weekends and bank holidays are resident 09:00-17:00 and non-resident 17:00-09:00* Encourage a positive and reflective learning environment utilising research and evidence-based guidance to support teaching supervision and assessment
* Participate in education programs as required in discussion with the Hospice Medical Director
* Explore own continuous professional development needs, engage with annual performance reviews and maintain an annual personal development plan.
* Become active in supporting the hospice research and innovation agenda (as appropriate)
* Participate and where required lead continuous improvement work, audit and research, as delegated by the Hospice Medical Director

**Indicative job plan**

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|  | **AM** | **PM** |
| **Monday** | Inpatient Unit ward round | Inpatient Unit admissions and reviews |
| **Tuesday** | Inpatient Unit ward round(opportunity for clinic experience) | Non-clinical/Supporting professional activity |
| **Wednesday** | Inpatient Unit multi-disciplinary team meeting and ward round | Clinical Administration |
| **Thursday** | Inpatient Unit ward round | Inpatient Unit admissions and reviews |
| **Friday** | Non working day | Non working day |

On call 1 in 6 weekdays, weekends and bank holidays |
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# VOLUNTEERS

The Hospice has the advantage of being supported by a number of volunteers. If a volunteer is assigned to assist you at any time, you will still retain responsibility for the requirements of this job in terms of accuracy, efficiency and standards of completion. You will also ensure good communication and be mindful of your responsibility towards that volunteer in terms of Health and Safety.

# CONFIDENTIALITY

You should be aware of the confidential nature of the Hospice environment and/or your role. Any matters of a confidential nature, relating to patients, carers, relatives, staff or volunteers must not be divulged to any unauthorised person.

# DATA PROTECTION

You should make yourself aware of the requirements of the Data Protection Act and follow local codes of practice to ensure appropriate action is taken to safeguard confidential information.

**PERSON SPECIFICATION**

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| ESSENTIAL  | DESIRABLE  |
| Qualifications/Training |
| * Full registration with the GMC
* Recognised medical qualification (MBBS or equivalent)
 | * MRCP/ MRCGP or equivalent
* Diploma in Palliative Medicine
* Higher qualification in education
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| Relevant Experience  |
| * Completed at least four years’ full-time postgraduate training (or its equivalent gained on a part-time or flexible basis) at least two of which will be in a specialty training programme in a relevant specialty or as a fixed term specialty trainee in a relevant specialty (e.g. general practice, elderly medicine, oncology, haematology) or shall have equivalent experience and competencies
 | * 1 year or more post registration experience in palliative medicine
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| Key Skills & Abilities  |
| * Applicant’s general medical knowledge is up to date and fit to practice safely
* Good understanding of safeguarding, Duty of Candor, Deprivation of Liberty Safeguards and confidentiality
* Sound basic knowledge of drugs used in palliative care and prescribing for common end of life problems
* Demonstrable skills in written & verbal communication in the English language
* Capable of organising and prioritising work effectively and work flexibly and under pressure
* Problem solving skills and good clinical judgment
* Excellent team working skills
* Evidence of compliance with the Good Medical Practice guidance
* Engage positively in appraisal
* Good IT skills
 | * Understanding of continuous improvement methodologies
* Research experience
* Previous participation in audit projects
* Teaching skills/experience
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| **Other*** Driver with a valid license or ability to travel effectively to undertake required duties
* Commitment to personal and professional development
* An understanding of and demonstrable commitment to the Hospice’s Values as a framework for decisions, actions and behaviours.
* Understanding and commitment to the aims of Equality, Diversity and Inclusion
* Resilience to work effectively in a palliative care setting
* Eligibility to work in the UK
* Place of residence appropriate for on-call duties (within 45 minutes of St Catherine’s Hospice)
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