



Job Title: Specialty Doctor in Palliative Medicine

Salary: As per NHS Speciality Doctor pay scale (dependent on experience), plus on-call supplement

Location: Bray Lake, Maidenhead (possible travel for community visits)

Hours: 28 hours (7PAs) per week, plus on-call duties

Reports to: Consultant Team

Responsible for: No direct line reports

JOB DESCRIPTION

The Hospice

Thames Hospice is a thriving independent charity based in Bray Lake, providing specialist palliative care for adults and children over 16 years old 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 expanding services from our state-of-the-art hospice by Bray Lake, in the Royal Borough of Windsor and Maidenhead.

The clinical services consist of:

- A 20-bedded Inpatient Unit
- Busy hospice outpatient service
- Multidisciplinary outpatient clinics
- Community Hospice at Home service which includes rapid response and virtual ward teams
- 24/7 advice line
- Single Point of Access (SPA) for specialist palliative care services in East Berkshire
- Counselling Support Service including counselling, bereavement services and pastoral care
- Physiotherapy and Occupational therapy
- Complementary therapy including acupuncture
- Lymphoedema service

It costs £18.5 million per year to run the hospice and we rely on our community to fund approximately 60% of our care and services. We have busy and passionate fundraising and retail directorates, with 23 charity shops throughout the hospice catchment area. We have an incredible team of volunteers (c700) who support the hospice across all sectors, without whom we could not operate.

The Care Quality Commission rated Thames Hospice as Outstanding after their last inspection in September 2021.

The Role Summary

To be a member of a multidisciplinary team providing high quality, holistic care under the supervision of the medical consultants. It is expected that the post holder will work flexibly alongside colleagues to provide the best possible service for patients and those close to them.

1. To provide a medical service to hospice inpatients
2. To provide medical care to outpatients and patients at home on an ad hoc basis (dependent on experience)
3. To provide clinical and educational support to junior medical staff
4. To contribute to wider MDT education

Key Working Relationships

- The consultant-led medical team comprising 5 consultants (3.5 WTE across hospice, community and hospital settings), 4 specialty doctors (2.0 WTE), GP VTS ST1/ST2 and FY2 doctors, 1 Clinical Fellow.
- The multi-professional team in the Inpatient Services
- The multi-professional team in the Hospice Outpatient Services
- The multi-professional Hospice at Home Service
- 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
- Primary care colleagues, including GPs, District Nurses and Community Matrons
- Disease-specific teams such as the AIR, Heart Failure and neurological teams

Main Responsibilities and Duties

CLINICAL - INPATIENT

1. To share in the provision of holistic medical care, working closely with other members of the medical and wider multi-professional team. This will include:
 - contributing to the planning of admissions
 - clerking in of new patients
 - review of patients
 - constructing a management plan, seeking advice appropriately
 - planning discharges
 - facilitating advance care planning
2. To attend and support daily ward handover meetings, provide specialty doctor led ward rounds/patient reviews and to participate in consultant ward round
3. To support and supervise more junior medical staff (1 Clinical Fellow, GP trainees and FY2 doctors) in their day to day practice on the units
4. To undertake interventions such as venepuncture, cannulation and urinary catheterisation
5. To be a core member of the multi-disciplinary team (MDT) meetings
6. To support and meet with relatives and carers
7. To liaise with primary and secondary care colleagues, community palliative care nurses and other community services as appropriate

CLINICAL - OUTPATIENT AND AT HOME

1. To provide ad hoc medical outpatient support to patients attending the Hospice Outpatients or medical outpatient clinic
2. To provide ad hoc medical support to patients at home, in conjunction with the Hospice at Home team (dependent on experience)
3. To share in providing medical advice and support to the 24/7 advice line, CNS and Rapid Response team, along with consultants during normal working hours (out-of-hours support provided by consultants)

CLINICAL - GENERAL DUTIES

1. To keep accurate, clear and up-to-date medical records
2. To support and engage with the implementation of a new hospice electronic health record and other electronic palliative care systems
3. To complete discharge summaries for primary care within 24 hours of discharge, and provide other written communications to relevant teams as required
4. To use electronic record systems to keep accurate, clear and up-to-date medical records
5. To use the electronic prescribing system to safely prescribe required medications; full training will be provided
6. To inform senior medical staff of any clinical or management issues requiring consultant review or advice

TEACHING

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

EDUCATIONAL / QUALITY IMPROVEMENT

1. To participate in regular team meetings, clinical and audit meetings
2. To contribute to the weekly medical education meeting
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 on call commitment is non-residential, covering the inpatient unit on a 1st on-call rota
- This is currently a 1 in 6 rota with prospective cover, involving one weekday night per week and one in five weekends (Fri pm to Mon am)
- OOH work includes inpatient ward reviews and clerking new admissions, and it is expected that the doctor will be on-site on both Saturdays and Sundays (9am-5pm, or until the jobs are completed)
- Bank holidays are shared amongst the rota participants
- This on call work attracts an on-call supplement as per the NHS SAS contract, as well as rostered TOIL (time-off-in-lieu)
- The 1st on call doctor is supported by a 2nd on call consultant

PROFESSIONAL SUPPORT AND DEVELOPMENT

- It is essential that the candidate participates in annual appraisal, which will allow discussion of professional development and training needs
- Mandatory training must be completed and kept up to date as per the hospice requirements
- All medical staff will have regular one-to-one meetings with their line manager
- The medical team is supported by a visiting Clinical Psychologist who offers individual sessions
- The hospice runs quarterly Regroup sessions for all staff, and reflective sessions for clinical staff
- Clinical supervision is scheduled and run by trained facilitators for all staff

CONDITIONS OF SERVICE

The post holder will have a Thames Hospice contract of employment. This will mean loss of NHS continuity of service.

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 staff grade/specialty doctor 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 Medical Director and Consultant Team at the start of the post, taking into account both the post holder's developmental and service needs.

OUR VALUES

Our values are the essence of our culture and inspire our behaviour

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.

PERSON SPECIFICATION: SPECIALTY DOCTOR POST

ATTRIBUTES	ESSENTIAL	DESIRABLE
Registration / Qualification	1.1 Have MBBS or equivalent medical qualification 1.2 Be eligible for full registration with, and hold current licence to practice from, the GMC at intended start date 1.3 To be up to date and fit to practice safely	1.4 MRCP (UK) or MRCGP or MRCS or FRCA (full diplomas) or equivalent higher training confirmation by the required deadline 1.5 Degree or diploma in Palliative Medicine or related field
Employment History	2.1 Be able to provide complete details of employment history 2.2 Evidence of experience in Palliative Medicine	2.3 4 months + in a palliative medicine placement
Clinical Experience	3.1 Evidence of achievement of foundation competencies from a UKFPO-affiliated foundation programme or equivalent 3.2 Completion of at least 3 years' full time postgraduate training (or equivalent gained on LTFT basis) Training must include at least 12 months experience of acute medical specialties with a minimum of 4 months managing patients on unselected medical take or equivalent 3.3 Experience of Palliative Medicine 3.4 Competence in common practical procedures including venepuncture, cannula insertion, basic CPR, urethral catheterisation, naso-gastric tube placement	3.4 4 months + in a palliative medicine placement 3.5 Experience of palliative medicine in various settings (e.g. hospital, community, hospice inpatient)
Language Skills	6.1 Demonstrate adequate written and spoken English to enable effective communication about medical topics with patients and colleagues Evidence may include: undergraduate medical training undertaken in English; or IELTS results with minimum of 7.0 in each domain, and overall score	

	of at least 7.5 achieved in the last 24 months; or alternative supporting evidence of language skills	
Teaching Skills	5.1 Experience of teaching to various audiences	5.2 Experience of supervising junior medical staff
Research and Audit	6.1 Evidence of experience in clinical audit	6.2 Evidence of leading an audit project 6.3 Research experience 6.4 Publication / Conference presentation
Administrative and Management	7.1 IT skills (including Microsoft Word / Excel / Powerpoint) 7.2 Ability to work effectively within a multidisciplinary team and recognise when the need for medical leadership arises	7.3 Experience of supporting junior medical staff
Personal Attributes	8.1 Ability to organise time effectively, create work schedules, prioritise workload and meet deadlines 8.2 Experience of taking responsibility for own actions and know when to seek advice appropriately 8.3 Ability to remain calm under pressure 8.4 Be a skilled communicator, with a commitment to continuous improvement 8.5 Ability to develop effective and supportive relationships with colleagues with a commitment to multidisciplinary working 8.6 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 8.7 Commitment to Continuing Professional Development 8.8 Commitment to Thames Hospice Values	8.9 Advanced Communication Skills training
Special Conditions	<ul style="list-style-type: none"> • Access to own vehicle with personal insurance cover for business use • Ability to reach the hospice within 45 minutes when 1st on call • Appointment is subject to an Enhanced Disclosure and Barring Service check including Barred Lists • Post holder must be immunised for Hepatitis B, MMR, Tuberculosis, Chickenpox and Covid 	