



Hospice Doctor On Call (The Lambert)

Job Description

North Yorkshire Hospice Care is a registered charity in England and Wales (518905) with a family of services operating as Herriot Hospice Homecare, Just 'B', Saint Michael's Hospice, Talking Spaces and The Lambert Hospice at Thirsk

Saint Michael's Hospice is an established independent voluntary sector provider of a range of specialist and general palliative care services including a 10 bedded specialist palliative care inpatient unit. It also provides @Home care; HCA care for patients with fast track funding in the community, lymphoedema clinics, bereavement services for children and young people, as well as adults (Just B), a hospice Allied Health Professional outreach team, a volunteer visitor scheme and a specialist community based nurse for patients living with Motor Neurone Disease. The recent exciting opportunity to develop a former community hospital in Thirsk 'The Lambert' has enabled the number of specialist palliative care beds to increase by 6 to a total of 16 beds in response to local demand for these services.

Medical staffing within the hospice services consists of a part time Palliative Medicine consultant (Medical Director) and 3 part time hospice doctors. The medical team provides specialist palliative care as part of a wider multidisciplinary team; allied health professionals working within the hospice include physiotherapists, occupational therapists, MND community nurse and the wellbeing team with a weekly MDT meeting to plan care. There is also bereavement counselling delivered by JustB.

The medical on call rota is up to a 1 in 7 frequency of weeknights and weekends. The role of the on call doctor is to provide out of hours advice to The Lambert inpatient unit. Face to face reviews are provided when needed for the inpatients out of hours. The weekday on call hours run from 5pm until 8am. Weekends on call run from 5pm Friday to 8am Monday. The weekend starts with a handover from the nursing team and this will guide which patients need a face to face review. Once the reviews and any administration tasks have been completed the on call doctor can leave the building and be contacted by phone if any further advice is needed. There is access to advice from the 2nd on call Palliative Medicine Consultant 24 hours a day, 7 days a week.

Support

There is an opportunity to access the online symptom management tutorials that we will provide for the GP registrars on rotation at the hospice.

There will be additional on call telephone and if needed face to face support provided by the hospice consultant for the first three months of the post. North Yorkshire Hospice Care has a policy of a six month probationary period for all employees with an organisational appraisal at the end of this period.

Hospice (non clinical) appraisals are conducted every 6 months. All doctors must share revalidation ready appraisal outputs with their line manager. Contact meetings are held every 2 months and can be conducted remotely.

There is the opportunity to access the virtual journal clubs every month (currently suspended but due to resume soon).

The post holder may be required to complete specific hospice mandatory training (accessible from home). North Yorkshire Hospice Care will recognise any relevant training undertaken in other healthcare settings if evidence is provided.

The post holder is encouraged to spend two whole days (paid) each year working on the inpatient unit alongside other doctors to help update clinical skills and knowledge. There is the offer to work on inpatient unit at other times to cover leave and to increase knowledge and skills.

Access to professional supervision is available for issues that arise from work related to this role.

The post holder must hold their own medical indemnity that will also cover the additional on call work and provide evidence of this cover once appointed and annually thereafter.

Our Values at Work

North Yorkshire Hospice Care is clear about who we are, what we do and why we do it. It is our vision; mission and values that underpin this understanding and all three of these areas continue to evolve as we develop in response to the changing world around us.

we have re-examined our values with our stakeholders seeking to define a sense of who we are today. The result? A set of 10 values/behaviours that crystallize this thinking and act as a yardstick for our thinking and actions.

This shared set of values helps guide our decisions, actions and behaviours and is at the core of our collective aspiration to live in a community where everyone gets the care they need to live their last years, months and days with respect and dignity.

NB: This list is not exclusive or exhaustive but captures those values/behaviours currently at the top of our agenda.

- We put the people who use our services at the heart of everything we do
- We are caring and compassionate
- We are personal and supportive in our approach
- We engage positively
- We are responsive
- We are driven to do better
- We are fair
- We are professional
- We work collaboratively
- We are accountable

Job Plan

Job Summary

To provide effective, high quality medical care and advice for patients of The Lambert and the surrounding community as identified in the job plan.

Key Objectives

1. To provide effective high quality medical care for all inpatients within The Lambert whilst on call.
2. To participate in The Lambert doctor first on call rota.
3. To provide effective medical advice and support over the telephone out of hours.
4. To play an effective role within the multi-disciplinary team to ensure that holistic care of a high standard is available to all patients.
5. To liaise with other health care professionals in hospitals and communities to ensure seamless provision of palliative care for the patients.
6. To commit to continuous professional development to extend knowledge and skills in specialist palliative care.
7. To attend and participate in team education and business meetings (quarterly).
8. To play an effective personal role in all structures and forms of clinical governance and outcome measurement to ensure the maintenance and development of high standards.

To carry out all duties in accordance to the law, Hospice philosophy and Hospice policies on equal opportunity and collective responsibility.

The above is indicative of the tasks required as at the date the job description was written, however it may be subject to change in line with service need and development.

Terms and conditions

Line managed by: Medical Director

Line management: No line management responsibility

Salary: Pro rata on call payment for on call duties undertaken.

Hours: up to a 1 in 7 on call rota

Location: North Yorkshire Hospice Care (The Lambert site)

Person Specification

Essential Education and Qualifications	• GMC registration
Essential Experience	• 2 years post registration experience
Essential Knowledge Skill	• Excellent interpersonal skills • Effective communication skills • Good team player • Understanding of collective responsibility • Note and report writing skills • Organising and planning skills • Assessment skills • Able to remain calm in situations of pressure • Able to pay attention to detail • Commitment to continuous professional development • Commitment to clinical governance
Essential Attributes	• Interest in Palliative Care • Ability to work in a multi-disciplinary team setting • Willingness to undertake mandatory training • Ability to travel between sites • An understanding of and commitment to equality of opportunity and diversity
Desirable	Palliative care qualification (certificate/diploma/masters) Previous specialist palliative care or end of life care experience
Practical requirements	Car driver with full driving licence To live or stay within 45 minute drive of The Lambert when on call.