

HOSPICE PHYSICIAN VACANCY

Full Time, Part Time or Sessional



Employer of the Year - 2022



With a workforce comprising of over 140 staff and 450 volunteers, over 95% of the Pendleside team report enjoying the work they do, feel they can make a real difference, believe in the aims of the charity and are proud to work at Pendleside.

HOSPICE PHYSICIAN: Full Time, Part Time or Sessional Salary £93,707 - £105,244* (FTE dependent on experience)

**Salary includes on-call allowance*

Thank you for your interest in the post of Hospice Physician at Pendleside Hospice. We hope you find all the information you need in this pack, to help you decide if you are the right person for this inspiring and exciting role.

Pendleside Hospice was founded as a charity in 1988 and is one of the principal providers of palliative and end of life care services to adults in Burnley and Pendle. Built by our community for our community, Pendleside is widely known throughout the area of Burnley and Pendle and is held in deep affection by the local community. It is truly a privilege to work here.

All our care is free of charge to the patients and their families/carers but, of course, it isn't free to provide and most of it is funded through the generosity of the local community in which we serve. In the last financial year, it costs almost £5.5 million to run Pendleside Hospice of which over £4.3 million needs to be raised through voluntary donations.

If as a Physician you have an interest in working in palliative and end of life care, this is an excellent opportunity to join us working as part of a multidisciplinary team of doctors, nurses and allied health care professionals. You will act as a source of clinical care to people with advancing long term and life limiting illnesses, demonstrating consistently high standards of individualised care, compassion and bereavement support. Our aim is to make living with dying better for patients and their families and as a member of a dedicated team of health care professionals, you will be there for people in their time of need.

The role would suit someone who may or may not have palliative care experience but who has a clear passion for supporting people approaching the end of their life. At Pendleside Hospice, you will find a fantastic team spirit and a commitment to developing you and your skills so that you can choose a long term career with us.

Available full time, part time or on a sessional basis, working Monday – Friday, it includes participating in the medical out of hours on-call rota. Flexibility will be essential to apply your skills along with positivity and enthusiasm, you will have the communication and interpersonal skills that enable you to thrive in a friendly working environment.

Employees joining Pendleside Hospice from the NHS may continue with their NHS pension. The Hospice will also pay for your medical indemnity insurance for their work undertaken at the Hospice.

This appointment is a crucial one for the Hospice and we want to be sure of finding the right person. However, we recognise it may also be a big step for you. So if you wish to know more, we warmly welcome you to arrange an informal visit to the Hospice. You can do that by emailing Anne Huntley, Clinical Services Manager: anne.huntley@pendleside.org.uk or Helen McVey, Chief Executive: Helen.McVey@pendleside.org.uk

Anne Huntley, Clinical Services Manager

ABOUT US

OUR MISSION:

Pendleside exists to enhance the quality of life for people living in our community with advancing long term and life limiting illnesses, through to end of life and in bereavement.

OUR VISION:

Every adult with advancing long term and life limiting illnesses and those most important to them within our community will receive timely and equitable access to high quality services, delivered by appropriately trained staff and volunteers.

PHILOSOPHY OF CARE:

Pendleside endeavours to promote and enhance quality of life for people with advancing long term and life limiting illnesses and those important to them. It does this by delivering specialist and holistic palliative and end of life care, which addresses each person's individually assessed physical, psychological, social and spiritual needs.

Our care is planned and continually monitored to ensure appropriateness as needs may change. Effective communication with the people we serve is fundamental to our relationship with them. Their confidentiality, privacy, dignity and choice are respected at all times.

Our multi-disciplinary approach facilitates integrated support in our inpatient, outpatient, day service, community and family support services.

Care is underpinned by relevant research, best practice guidance and professional codes of practice.

OUR AIM:

To provide the highest quality services possible to our local community, which are easily accessible to all who need them.

To achieve this through the five pillars of Pendleside: -

- **Proud to be Pendleside:** our people identify Pendleside as a good place to work/volunteer and we are the health care organisation of choice to work/volunteer for
- **Community collaboration:** to build a compassionate community involving, influencing and working in partnership with all stakeholders to enhance palliative and end of life care
- **Care delivery:** to reach out to as many people as possible who need our care
- **Governance:** the Hospice meets its regulatory requirements and manages risk effectively
- **Sustainability:** services are sustainable in the changing external environment

OUR VALUES:

Our values underpin everything that we do:

- **Care**

We ensure a professional standard of high quality care provision delivered with kindness, dignity and respect

- **Compassion**

We ensure that a compassionate and a non-judgemental approach remains central to the delivery of our services

- **Support**

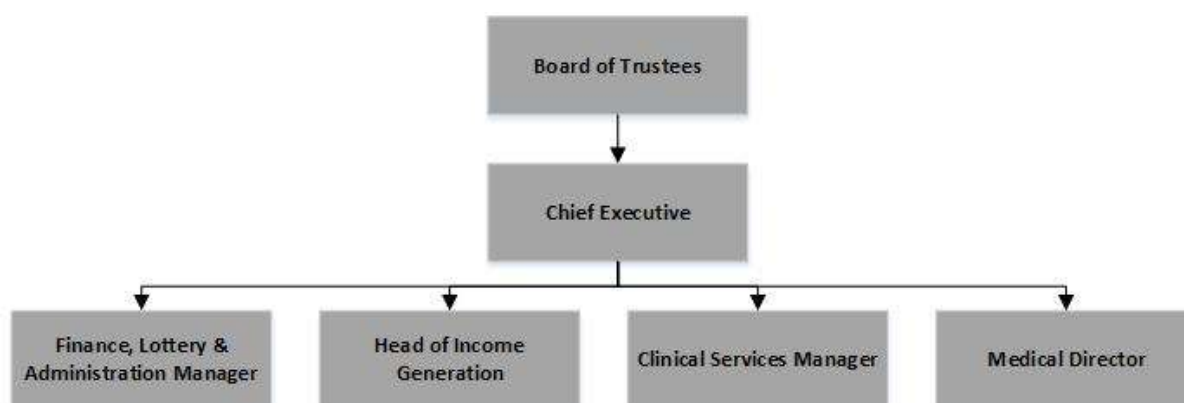
We ensure that people are listened to, their contribution valued and that necessary support is provided according to each individual need.

OUR PEOPLE:

Pendleside is governed by a Trustee Board that takes overall responsibility for its work and managed by a Senior Management Team.

The Board of Trustees is made up of volunteers with particular skills and expertise in a variety of fields and led by a Chairman.

The Senior Management Team is led by the Chief Executive and has four other members with specific responsibilities including this role.



Pendleside currently has 130 employees across the organisation which equates to approximately 90 whole time equivalent (WTE). In addition, we have several staff work under a practising privileges agreement and the Hospice has a Bank of Registered Nurses and Auxiliary Nurses.

Volunteers are an integral part of the Hospice Team with over 600 active volunteers, each one playing an invaluable role either within the Hospice and/or our local community.

OUR SERVICES:

Pendleside cares for over 1700 people each year, across a number of services. These include:

- Inpatients
- Hospice at Home
- Health, Wellbeing and Rehabilitation Services
- Outpatients
- Family support
- Spiritual Care
- Rehabilitation
- Complementary therapy
- Psychological support
- Bereavement support

Clinical services are available to adults, 18 years and over. In exceptional circumstances patients between the age of 17 and 18 will be allowed to access Hospice services. This will be assessed on an individual basis and only agreed when access to external children's services is not appropriate.

The Family Support and Bereavement service provide support to children, adolescents and adults.

Services are supported by Pendleside's Catering and Domestic, Maintenance, Finance and Administration, Fundraising and Retail teams.

Description of Hospice Services

- **Inpatient Unit** – Pendleside Hospice has a 10 bedded inpatient unit for the short term assessment of patients for symptom management, end of life care and rehabilitative for those with palliative care needs. The IPU provides care for patients residing in Burnley, Pendle and Rossendale. The unit is supported by a multi-disciplinary team and holds daily medical handovers, weekly discharge planning and MDT meetings. The unit accepts planned weekday admissions and crisis admissions 7 days per week. In 20/21, the IPU admitted 197 patients of which 80% had a cancer diagnosis. The medical team is currently supported by Consultants in Palliative Medicine employed by East Lancashire Hospitals Trust and the following employed staff in addition to the Medical Director role:
 - Hospice Physician 1.9 WTE
 - Advanced Nurse Practitioner 1.4 WTE
 - On call Hospice Physician (GP working 1 in 10 weekends)

Recruitment Pack: Hospice Physician Feb 2024

- GP Trainee (6 month rotation)
- FY1/2 (4 month rotation)
- **Hospice at Home** – The service is one of the largest Hospice at Home services in the NW region, with a caseload of c. 120 patients and approx. 550 referrals per year. The team consists of specially trained Registered and Auxiliary Nurses who provide palliative and end of life care to patients residing in Burnley and Pendle localities. Services include specialist Nursing assessment, emotional support, respite care, night sits and extended service (24hr care for patients in the last days of life who's PPC is home). The H@H service is also the single point of access for the co-ordination of District Nurse fast track applications and co-ordination of Marie Curie and domiciliary care night sits.
- **Health, Wellbeing and Rehabilitation** – The multidisciplinary team provides support to patients with palliative and rehabilitative needs. Services are offered either within the community, as an outpatient or by attending group sessions within the Day Services unit. Groups include Living with Dementia, Breathlessness, Fatigue Management, Exercise sessions, creative therapies, peer support, specialist palliative sessions. Complementary Therapy treatments are also available for patients and their carers.
- **Family Support** – The Family Support team provide pre and post bereavement counselling to adults and Children residing in the Burnley and Pendle localities. Sessions are either individual or through specialist groups.
- **Consultant led Medical Outpatient Clinics** – these are currently delivered twice a week by Palliative Care Consultants employed by East Lancashire Hospitals Trust



JOB DESCRIPTION

JOB TITLE: Hospice Physician

REPORTS TO: Medical Director

REPORTED TO BY: N/A

MAIN RESPONSIBILITIES:

- Provide a specialist palliative medical service to the patients of Pendleside Hospice, working as part of a multi-disciplinary team of doctors, nurses and allied health care professionals
- Liaise with health and social care professionals both internal and external to the Hospice, acting as a source of specialist palliative care advice
- Attend relevant meetings and participate in the development of policies, procedures and standards pertaining to the clinical activity of the Hospice

CORE TASKS

Clinical

- Provide holistic specialist palliative medical care to patients referred to Hospice services, including assessment, symptom control, rehabilitation and end of life care
- Ensure collaborative decision making amongst all relevant health care professionals around admission to and discharges from Pendleside's inpatient service, consulting with other health care professionals as appropriate and attending regular referral meetings
- Conduct holistic assessments on patients and ensure appropriate medical care and action plans based on their needs are clearly recorded and documented
- Undertake regular patient reviews
- Participate in clinical handover, admissions and multi-disciplinary team meetings in order to optimise management plans for each patient
- Ensure safe, effective and timely discharges of patients taking into account their preferred place of residence
- Ensure that care is provided in accordance with the Mental Capacity act and appropriate consent to treatment obtained
- Ensure medicines are prescribed in accordance with legislative requirements, best practice guidelines and hospice policy and procedures in relation to medicines management
- Where appropriate/necessary and with the patients consent refer to the necessary services and agencies to maximise patient care
- Use advanced communication skills with patients, carers and relatives ensuring effective communication at all times
- Ensure that activities are undertaken in accordance with the scope of practice of the General Medical Council (GMC)

Leadership

- Working as part of the medical team provide strong leadership across Hospice services
- Work closely with Pendleside nursing and allied health care professional teams and the East Lancashire Hospice's Specialist Palliative Team including Consultants in Palliative Medicine, ensuring that service provision is undertaken efficiently and effectively

- Ensure responsiveness of service, maximising bed utilisation and ensuring patient throughput where appropriate
- Facilitate seamless patient care by fostering and maintaining effective communication both internal and external to the hospice
- Attend and contribute to departmental and organisational meetings when required to facilitate team communication and service development
- Plan, coordinate and manage time effectively in order to achieve the hospice's objective for the delivery of palliative and end of life care
- Ensure other members of the multi-disciplinary team are aware of any factors that may affect the treatment given to patient
- Accept responsibility for own actions and areas of responsibility
- To ensure continuous self-development, ensuring that you have the required skills and competence to undertake the job role
- Attend relevant meetings, providing advice on clinical matters where appropriate, and participate fully in the development of Hospice policies, procedures and standards
- Act as an education and specialist information resource for Hospice staff and members of the wider health and social care team
- Be aware of own limitations and set goals for personal development
- Participate in the induction, development and mentoring of new staff and student doctors, nurses and allied health care professionals

Communication Skills

- Network and foster good relationships with other palliative care providers and key local stakeholders ensuring the promotion of Hospice services and that the Hospice participates appropriately in the development and delivery of coordinated palliative care services across Pennine Lancashire
- Act as a resource of clinical knowledge and advice for Hospice staff and external agencies within competence
- Advocate for patients and other service users

Quality and Service Improvement

- Encourage and oversee prompt reporting of adverse incidents, accidents, near misses and errors
- Participate actively in clinical audit, research and other quality improvement initiatives
- Participate in the assessment of clinical care competencies as per hospice requirements
- Contribute to the development, implementation and review of clinical guidelines, policies and procedures
- Ensure issues of malpractice or deliberate disregard to policies and procedures are highlighted with the relevant Hospice manager

Health, Safety and Security

- Adhere to health and safety policy and procedures within the Hospice with particular emphasis on the clinical areas and specific regard to the management of risk, adverse and critical incidents, hazard notices and drug alerts
- Adhere to effective prevention and control of infection measures ensuring that any risks associated with the prevention and control of infection are appropriately actioned
- Ensure policies in relation to adult and child safeguarding are adhered to and any suspicion of abuse or neglect acted upon

Governance

- Promote the core values of the Hospice – person-centred care, compassion, respect, autonomy, dignity, equity and trust
- Ensure that Hospice policies, procedures and standards are adhered to at all times with particular regard to those concerning confidentiality, information governance, general data protection regulation, health and safety, prevention and control infection and medicines management
- Ensure that standards relating to patient referral, assessment, admission and discharge are applied consistently
- Ensure the effective utilisation of the Hospice's computer based patient record system, promoting the use of information technology for recording patient information, communication, information governance and information sharing; implementing procedural change as necessary

This document is intended to convey an outline of the post and the post-holder's responsibilities. You may be asked to carry out other duties relevant to the role

JOB SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE	HOW ASSESSED
Qualifications			
Full registration with the GMC	x		Application form Certificates Interview
Fully subscribed member of a recognised medical defence organisation	x		
MRCP or MRCGP		x	
Post graduate qualification in palliative medicine/care (or equivalent experience)		x	
Competencies			
Leading and managing change in collaboration with others	x		Application form Certificates
Partnership working across sectors	x		
Clinical leadership in a multi-professional service		x	
Ability to plan and prioritise care	x		
Previous experience of caring for palliative/end of life patients		x	
Evidence of delivering formal and informal teaching		x	
Research		x	
Skills, Knowledge and Abilities			
Awareness and understanding of the system of palliative care delivery		x	Application form Interview Presentation
Excellent communication skills, multi-agency and multi-disciplinary	x		
Comprehensive physical assessment, history taking and clinical decision-making	x		
Leadership and team working abilities	x		
Motivational skills for self and others	x		
Effective IT skills	x		
Critical evaluation skills	x		
Clear understanding of the systems of clinical governance and quality assurance	x		
Experience in care of people with frailty		x	
Knowledge of current developments in palliative medicine		x	
Personal attributes			
Ability to work both collaboratively & autonomously	x		Application form Interview Presentation References
Ability to work across traditional professional and organisational boundaries and agencies	x		
Empathy with palliative care setting	x		
Non judgemental	x		
Ability to prioritise workload and delegate effectively	x		
Ability to liaise and network effectively	x		
Commitment to equal opportunities	x		
Ability to work flexibly	x		
Ability to think creatively, laterally and problem solve	x		
Other relevant requirements			
Ability to be on call and work weekends/evenings	x		Application form Employee health check NHS COVID Pass References
Good attendance record	x		
Vaccinations mandatory to the role	x		
Full UK driving licence and use of own car	x		

MAIN BENEFITS TERMS AND CONDITIONS

Annual leave: the annual leave entitlement for a 37.5 hour a week post is 262.5 hours (27 days plus 8 public holidays), an additional day's annual leave is awarded every 5 years

DBS: appointment is subject to an enhanced disclosure and barring check

Healthcare Scheme: all staff are eligible to access the Benenden Healthcare Scheme www.benenden.co.uk

Vaccination: Any vaccinations required for the role

Meals and drinks: all employees and volunteers at Pendleside Hospice can access subsidised meals if working over a meal time and drinks

Notice period: 3 months

Parking: all employees and volunteers can park for free at Pendleside Hospice

Medical Indemnity: The Hospice will pay for your medical indemnity insurance.

Pension: Pendleside Hospice has a stakeholder pension scheme, the Hospice will match contribute up to 5% of an employee's salary into the pension scheme.

Employees joining Pendleside Hospice from the NHS may continue with their NHS pension

Sick pay: if the employee is unable to attend work because of sickness or some other health-related incapacity, the Hospice will pay full salary net of any statutory sick pay entitlement, subject to the following conditions:

During probationary period (first 3-6 months)	No Hospice sick pay, but will receive Statutory Sick Pay (if appropriate)
From completion of probation up to 12 months service	Two months sick pay at half-pay
From 12 months service	A maximum of 13 weeks full sick pay followed by 13 weeks at half-pay

HOW TO APPLY

If you are interested in this position, please complete and submit the on line application form via the NHS Jobs website <https://www.jobs.nhs.uk> referring to the job description and person specification which are located in the Hospice Physician Recruitment Pack.

Closing date is 28th March 2024 but vacancy may close earlier dependent on number of applications received.