

JOB DESCRIPTION

Job Title	Speciality Doctor in Palliative Medicine
Responsible to	Medical Director
Professionally Accountable to	Medical Director
Pay Band	As per pay scales for SAS doctors in Wales
Enhancements	6% Uplift for 1 in 4 weekend cover
Primary Location	Nightingale House Hospice (NHH) Wrexham

Job Summary

As a speciality doctor in palliative care, you will work within the medical team at Nightingale House Hospice to provide a high standard of medical care to patients admitted to the inpatient unit for symptom management, end of life care or respite, as well as patients attending outpatients or the wellbeing programme. This post offers an opportunity to develop palliative care experience and skills, with SPA time and a culture of learning and developing professionally. You will also have the opportunity to participate in audit, teaching of GP registrars, medical students and disseminating knowledge to the wider team.

The medical team consists of the medical director, 2 speciality doctors (including you), 1 GP registrar and 2 advanced nurse practitioners. We work with palliative care consultants who remotely review the patients twice a week, at a board round. You will work alongside the nursing team, pharmacist, patient flow, rehab, family support team, chaplain and complementary therapist to deliver care to patients with life limiting conditions. You will deliver individualised, holistic care to patients and their loved ones, with empathy, compassion and kindness, respecting patient's dignity and with an aim to empower them to live well with a palliative diagnosis.

Main responsibilities

- Admit patients to the inpatient unit for end-of-life care, symptom management or respite.
- Along with the rest of the medical team, nursing team and consultants, provide care for inpatients, outpatients and patients attending wellbeing or rehab appointments if needed, including initial assessment, daily reviews, planning and management.
- 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.

- Work closely with and support the nursing team and wider MDT, maintaining positive working relationships and close teamwork.
- Communicate compassionately with patients and their families regarding their condition, treatment, prognosis and advanced care planning.
- Participate in weekend rota (1:4 weekends), being on-site Saturday and Sunday 9 to 5.
- Participate in clinical meetings as part of the MDT.
- Complete administrative tasks arising from medical work – discharge summaries, letters following outpatient appointments, death certificates, coroners reports.
- Liaise closely with external partners – such as GPs, Specialist Palliative Care Team, district nurses, specialist clinical nurses and secondary care.
- Develop and maintain high professional standards within the service and promote multidisciplinary team working
- To promote and participate in teaching and educational activity, teaching medical students, GP registrars, colleagues, patients and families.
- To participate in clinical governance activities e.g. quality improvement activities and ensure implementation of best practice guidelines.
- Promote the ethos of audit in the organisation and where possible participate in clinical audit
- To maintain personal development through personal development reviews, monthly 1:1 meetings, clinical supervision, training, SPA time and appropriate courses, which the hospice will support.
- Engage in the appraisal process, the organisation has the required arrangements in place and ensures all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.

Key working relationships

Medical director
Palliative care consultants
Speciality doctor
General practitioners
Advanced nurse practitioner
Director of clinical and patient services
Patient flow lead and co-ordinator
Ward manager and deputy ward managers
Wellbeing lead
Family support team
Pharmacist
Physiotherapists
Occupational therapist
Chaplain
Complementary therapist
Ward Clerk/ clinical administrators

External key relationships

General practitioners
District nurses
Secondary care teams at local hospitals
Specialist clinical nurses
Specialist palliative care team

General Requirements

This post is subject to the Terms and Conditions of employment of the Hospice as specified in the staff handbook

Competence

You are responsible for limiting your actions to those that you feel competent to undertake. If you have any doubts about your competence during the course of your duties, you should immediately speak to your line manager / supervisor.

Risk Management

It is a standard element of the role and responsibility of all staff of the Hospice that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards. It is a requirement that you adhere to Nightingale House Hospice Policies, Procedures, Protocols and guidelines at all times.

Health and Safety Requirements of the Hospice

All employees of the Hospice have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Employees are required to co-operate with management to enable the Hospice to meet its own legal duties including attendance at mandatory training updates and also to report any hazardous situations or defective equipment.

Data Protection and Confidentiality

The post holder must treat all information, whether corporate, staff or patient information, in a discreet, secure and confidential manner in accordance with the provisions of the current data protection legislation and organisational policy. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable to dismissal and / or prosecution under statutory legislation and the hospice's disciplinary policy. This duty of confidence continues after the post holder leaves the organisation.

Records Management

As an employee of the hospice, the post holder is legally responsible for all records that they gather, create or use as part of their work within the organisation (including patient health, staff health or injury, financial, personal and administrative), whether paper based or on computer. The post holder should consult the IG Lead if they have any doubt as to the correct management of records with which they work.

Flexibility Statement

The content of this Job Description represents an outline of the post only and is therefore not a final list of duties and responsibilities. The Job Description is therefore intended to be flexible and is subject to review and amendment in the light of changing circumstances, following consultation with the post holder.

The post is subject to an enhanced disclosure check with the Disclosure and Barring Services (DBS).

Signed..... Date.....

Person Specification

	Essential	Desirable
Experience	• 4 years post registration experience, including 1 years relevant experience in allied specialities (e.g., GP, general medicine)	• Palliative care or hospice experience • Experience in safeguarding • Experience in practical procedures
Qualification	• Medical Degree MBChB equivalent • Full GMC Registration	• MRCP, MRCGP • Diploma in palliative medicine or equivalent • Masters degree experience in research and / or MSc • Membership of special interest group • Point of care ultrasound course or similar
Skills/Abilities	• Computer literate • Procedural skills relevant to experience • Excellent communication skills • Commitment to patient involvement in the design of service improvements • Ability to plan undertake clinical audit and research • Ability to demonstrate a commitment to team and multi-professional working • Ability to work with groups of staff from a variety of professional backgrounds in a collaborative manner • Ability to demonstrate reasoning skills to address challenge • Ability to organise self and others	
Knowledge	• Knowledge of Clinical Governance • Audit experience	
Personal qualities	• Self-motivated • Able to meet the travel/health requirements of the job • Effective time management skills • Flexibility • Open honest approach	
Other		• Able to drive and access to a car • Welsh speaker