

APPOINTMENT OF TWO PALLIATIVE MEDICINE CONSULTANTS

JOB DESCRIPTION

JULY 2021

Introduction

Shrewsbury and Telford hospital NHS trust (SaTH) is looking for two innovative and enthusiastic Palliative Medicine Consultants to join the existing specialist team within our two hospitals. These are new substantive posts which attract 8 Programmed Activities each. We can offer a flexible approach to working hours to suit the individual and the service. The posts can be tailored to individual needs ranging from 6-10PAs, applications are welcome from those wishing to work full time and a job share will be considered. The Palliative Medicine Department is based at the Lingen Davis Cancer and Haematology Centre and provides specialist Palliative Care support to the Centre and throughout The Royal Shrewsbury Hospital (RSH) and Princess Royal Hospital (PRH). These posts will be predominantly based at the two hospital sites however excellent links to the local hospice and community teams also exist. It is an excellent opportunity to join the existing specialist palliative care team in the hospital and will involve working alongside a well-established team of specialist nurses and the existing Consultant within the hospital. There are opportunities to further develop the service through quality improvement projects and education and training which can be specific to the interests of the successful candidate. The successful candidate will be part of the existing out of hour's specialist oncall rota which covers Shropshire, Telford and Wrekin and mid Wales.

SaTH Hospital Specialist Palliative Care and End of Life Care Team

SaTH has an established Palliative Medicine Department that includes:

- 0.9 WTE Consultant in Palliative Medicine
- 5.0 WTE Specialist Palliative care CNS team.
- 0.8 WTE End of life care facilitator.
- 1.6 WTE End of life care nurses.

The team provide a Specialist Palliative Care liaison service to all adult clinical in-patient wards and departments within the Hospitals. This includes support to in excess of 1400 patients per year. Of these 1000 were at RSH, 400 at PRH. 30% of patients had a non-malignant diagnosis, 70% had a cancer diagnosis.

The team have good existing relationships with other clinical departments and are seeking to provide a broader service to those who have both malignant and non-malignant conditions who require palliative and supportive care.

Areas for development might include, but are not limited to, Palliative Medicine outpatient clinics, collaborative working with other departments such as Hepatology, Acute Oncology, Cardiology, Acute medicine and admission portals.

These posts have been introduced as part of a wider development of the hospital palliative care service. Included in this is commitment to increase of the specialist palliative care CNS team. The addition of further CNS posts will ensure the hospital palliative care team is able to work towards a 7 day service.

Lingen Davis Cancer Centre

The Department of Oncology is based at the Royal Shrewsbury Hospital in the new £4.8m state of the art Lingen Davies Cancer & Haematology Centre, which opened in September 2012. Oncology services occupy the ground floor with Outpatient, Chemotherapy Day Centre and Radiotherapy facilities being co-located. Also in the Lingen Davies building is the Haematology Day Unit, Clinical Nurse Specialists, Palliative Care, and Macmillan Information Centre & Welfare Rights Service.

Ward 23 at the Royal Shrewsbury Hospital is the designated Oncology & Haematology Ward and has 22 beds. The ward cares for Oncology and Haematology patients undergoing chemotherapy & radiotherapy who require admission, patients receiving extended chemotherapy and other patients needing continuing care. The service has a dedicated acute oncology nurse team. The ward also provides 24/7 access for Patients and has a telephone triage tool to support the phone assessment of patients. A dedicated flat is available for use, free of charge, to relatives of patients in the terminal stages of their illness.

Severn Hospice

Excellent joint working exists between the Hospital palliative care team and the local Severn Hospice, with all Palliative Medicine Consultants for the county attending a fortnightly meeting to enhance collaboration and peer support.

Severn Hospice provides Palliative and end of life care services to a population of approximately 600,000 in Shropshire, Telford and Wrekin, North Powys and Ceredigion.

It operates two full hospices in Shrewsbury and Telford which each contain inpatient, outpatient, day and community services. Specialist community Palliative Care services operate from premises in Newtown (Powys) and Aberystwyth (Ceredigion).

The Hospice is fully engaged in training for Palliative Medicine STs and GP trainees. The Hospice also has Foundation 1 and Foundation 2 doctors.

The team have produced research that has been presented at the All Wales Palliative Care Conference and the Palliative Care Congress.

The current Palliative medicine Consultant team for the area is as follows;

Dr Emma Corbett, Shrewsbury and Telford NHS Trust (9 PAs)

Emma Corbett is the clinical lead for Palliative and end of life care in the hospital trust. She provides support across both acute hospital sites to the CNS teams to provide a Consultant lead service. She attends a joint MDT between Telford Community and Hospital teams and Chairs the RSH specialist palliative care MDT. Emma provides palliative care support to the acute oncology team and the CUP MDT. She is chair for the end of life care steering group at the trust.

Prof Derek Willis, Medical director Severn Hospice. (10PAs)

Derek Willis is the clinical lead for Telford Hospice IPU and the Telford Community team. He holds a Visiting Chair in Palliative medicine and Bioethics at Chester University. He is Associate Editor of the BMJSPC and Treasurer of the APM. He also holds a position at the UNESCO Dept of Bioethics at Edgehill University. He chairs the Shropshire Telford and Wrekin End of Life Care group. He has an interest in Ethics and teaching. As well as clinically working at Telford IPU site he runs a symptom control clinic in conjunction with Robert Jones Agnes Hunt hospital (RJAH) for adults with neuromuscular disorders and is on national guideline groups for care of patients with Duchenne Muscular Dystrophy and Myotonic Dystrophy.

Dr Alice O'Connor, Severn Hospice. (7PAs)

Alice O'Connor is the clinical lead for Shropshire Community specialist palliative care team.

She has an interest in Respiratory Palliative Medicine and provides joint working with community and SaTH respiratory teams.

She runs a Palliative Medicine clinic in collaboration with the Bone Tumour clinic at RJAH each month. Alice is the elective tutor for Keele University.

Dr Mike Macfarlane, Severn Hospice. (10PAs)

Mike Macfarlane is the Consultant with responsibility for the Severn Hospice in-patient unit at the Shrewsbury site. He holds out-patient clinics once a week and attends Shropshire community MDM.

Mike has a subspecialty interest in Palliative Care for patients with advanced renal disease and attends a renal supportive care MDM once a month at SaTH.

He has an active interest in research in Palliative Care, particularly researching inequities in palliative care provision.

Dr Claire Stockdale, Severn Hospice. (9PAs)

Claire Stockdale is the clinical lead for the North Powys specialist palliative care community team. She is the Neurology Special Interest Forum co-ordinator within the Association of Palliative Medicine. Claire leads the MND service at Severn Hospice which in 2017 was recognised by the MNDA as providing excellent support to people with MND and their families across Shropshire, Telford and Wrekin and North Powys. She established and leads the neuro-palliative multidisciplinary meeting (MDT) with our local neurology colleagues which supports the earlier identification of people with complex needs and advanced neurodegenerative conditions improving earlier access to specialist palliative care for patients and their families. Claire provides one session per week as a medical examiner at SaTH.

Currently across the region excellent cross specialty collaboration and joint working exists with respiratory and renal teams as well as for MND patients and muscular dystrophy patients.

Mentoring

The postholder will join the 5 other Palliative Medicine Consultants in the locality who meet fortnightly at Severn Hospice to discuss local issues, service development, to enhance collaboration in the area and for peer support. Mentoring for new Consultants will be provided, a number of existing consultants have previous experience of supporting new colleagues.

University of Keele/Teaching

SaTH is a satellite site for University of Keele medical school and is the exclusive clinical base for half of each of the 4th and 5th year medical students (more than 100 students). Keele University Medical School provides a highly rated MBChB qualification and consistently outperforms other medical schools in student-rated satisfaction and preparedness for clinical practice scores.

The Palliative Care team are actively involved in teaching Undergraduates in addition to Foundation Doctors, Core Medical Trainees, senior doctors, nursing colleagues and AHPs.

There are thriving Postgraduate Centres at both Hospitals. The £2.5 million Shropshire Education Conference Centre at Royal Shrewsbury Hospital enhances the already excellent reputation of the Hospital for training Junior Staff, supporting Seniors and continued Professional Development.

The Trust has a dedicated Continuing Professional Development budget to allow Consultants to pursue CPD requirements. Participation in Audit and Clinical Governance is actively encouraged.

The Palliative Medicine Department has arranged conferences for Medical colleagues regarding Palliative and end of life care and have promoted the 'Dying Matters' week.

Management Personnel

Clinical Director (Oncology, Haematology)	Dr Dewi Eden
Cancer Services Lead	Dr Steve McKew
Clinical lead for Palliative and End of Life care	Dr Emma Corbett
Centre Manager (Surgery, Oncology, Haematology)	Mrs Lisa Challinor-Clough
Operations Manager (Oncology & Haematology)	Ms Sally Hodson

Admin & Clerical

The appointed Consultant will have dedicated office space and a share of 0.5 wte secretary based in the Lingen Davies Cancer Centre at RSH.

The Posts

These 2 posts are new Consultant Palliative Medicine posts. The post holder will be expected to work flexibly with the existing Consultant provision. They are offered as 8 PAs but can be altered to range between 6-10 PAs. The post holder will also be expected to join the existing Consultant specialist on call rota which is shared with the Severn Hospice Consultant group. The Consultant team currently work 2nd on call on a 1 in 5 basis. This provides advice and support as needed to the first on call doctor covering the Severn hospice inpatient units (specialty registrar, GP trainee or hospice non training grade doctor). On occasion the on call consultant is required to attend the hospice to fulfil this role. The 2nd on call doctor also provides advice only cover to the acute hospitals and community (for example, out of hours GP, district nurses).

The main aims and requirements of the post are;

- To further develop Palliative and end of life care services at Shrewsbury and Telford Hospitals
- To provide an earlier, proactive, Palliative care review service with support to both hospital sites, The Royal Shrewsbury Hospital (RSH) and Princess Royal Hospital (PRH), Telford.
- To enable a 7 day specialist Palliative Care service across the trust
- To support the existing Specialist Palliative care CNS team
- To support the existing Advance care planning team
- To support the End of life care facilitator and End of life care nurses
- To provide weekly Supportive and Palliative care outpatient clinics
- To provide daily ward reviews to optimise holistic patient care and flow to the Hospice and Community
- To provide Specialist Palliative Care MDT input to facilitate early decision making and improve symptom control
- To participate in the existing out of hours Consultant specialist on call rota which is shared with the Severn Hospice Consultant group. (see above)
- To provide input to other site specific MDT meetings
- To participate as an active member of the end of life care steering group which develops Palliative and end of life care across the trust.
- To provide supervision of and education for junior medical staff.
- To collaborate in the provision of the palliative and end of life care education program to all front line clinicians within the trust. For example regarding advance care planning, ReSPECT and SWAN end of life care principles
- To provide the postholder with the opportunity to further develop a subspeciality interest in collaboration with other clinical teams across the trust. Areas for development might include, but are not limited to, collaborative working with other departments such as Hepatology, Acute Oncology, Cardiology, Acute medicine and admission portals.

- To undertake teaching, examination and accreditation duties as required and to contribute to postgraduate and continuing education both locally and nationally.
- To participate in clinical governance including to undertake clinical audit.
- To contribute to the annual appraisal process and undertake an annual job planning review.

Work Programme

As required under the terms and conditions of service. A work programme including a weekly timetable of Programmed Activities must support the list of duties. The patient related activity sessions are in the provisional timetable below:

Provisional Job Plans

Post one

	AM	PM	Total PA's
Monday	09:00 – 13:00 AMU ward round and case reviews PRH	13:00 – 17:00 CNS support for complex cases Clinical advisory inpatient reviews PRH	2 PA's
Tuesday	9.00-11.00am 0.5 PA Consultant meeting Severn hospice, Shrewsbury (Alternate weeks) SPA 0.5 11:00 – 13:00	1300-1400 Upper GI MDT RSH 14:00 – 17:00 Outpatient clinic RSH	2 PA's
Wednesday	09:00 – 13:00 Weekly session for development of a patient facing clinical subspecialty interest (cardiology, hepatology, renal etc.)	1330-1500 RSH SPC MDT 15:00 – 17:00 CNS Support for complex cases RSH	2 PA's
Thursday	Non-working day	Non-working day	
Friday	09:00 – 13:00 SPA	13.00-17.00pm CNS support for complex cases RSH Monthly clinical governance meeting 3.30-5pm	2 PA's

Post two

	AM	PM	Total PA's
Monday	Non-working day	Non-working day	

Tuesday	9.00-11.00am 0.5 PA Consultant meeting, Severn hospice, Shrewsbury (Alternate weeks) SPA 0.5 11:00 – 13:00	13:00 – 17:00 Renal MDT RSH CNS support for complex cases RSH	2 PA's
Wednesday	09:00 – 13:00 AMU ward round RSH	1330-1500 RSH SPC MDT 15:00 – 17:00 Acute oncology ward round RSH	2 PA's
Thursday	0900-1030 PRH SPC MDT 1030-1400 Outpatient clinic PRH	14:00 – 15:00 Lung cancer MDT 15:00 – 17:00 CNS Support for complex cases PRH	2 PA's
Friday	09:00 – 13:00 Weekly session for development of a patient facing subspecialty interest (cardiology, hepatology, renal)	SPA 13.00-17.00pm Monthly clinical governance meeting, M & M, Education	2 PA's

DCC 6 PA

SPA 2PA The supporting activity sessions (8 hrs) will include time for CPD, audit, research, clinical governance, managerial responsibilities and teaching.

The postholder will have two sessions in the job plan per week in direct contact with the other consultants in the Shropshire team.

Review of Job Plan

The post holder is expected to work with managers and professional colleagues to provide an efficient and effective Palliative and Supportive care service. The post holder is expected to observe the Trust's agreed policies and procedures, drawn up in consultation with the profession on clinical matters and to follow the standing orders and financial instructions of the Trust. The post holder is expected to make sure that there are adequate arrangements for Hospital staff involved in the care of their patients to be able to contact the post holder when necessary.

The post holder will have responsibility for the training and supervision of Junior Medical staff and if appropriate, the post holder will be named in the contract of Doctors in training grades as the person responsible for overseeing their training and as the initial source of advice to such doctors on their careers.

This job plan is subject to review annually with the Clinical Director.

Local procedures must be followed if it is not possible to agree a job plan, either initially or at an annual review.

Governance Arrangements

Clinical line of responsibility is through the Lead Clinician for Palliative medicine and the Clinical Director. The postholder will be professionally accountable to the Medical Director. Governance meetings are held every month jointly with the Haematology department.

Supporting Services

The Hamar Centre

This is a purpose built centre on the Shrewsbury site. The centre provides patients with access to level three and four psychological support and provides access to a Counsellor, Clinical Psychologist and Consultant Psychiatrist. The centre also provides access to a range of complimentary therapy and there is a comprehensive range of information available.

Cancer Support and Information

The Macmillan Cancer Information and Support Centre is based in The Lingen Davies Centre and provides free information to anyone affected by cancer in a relaxed, quiet area. It provide accurate comprehensive and up-to-date information on cancer awareness, specific cancers, treatments, support groups, information about benefits and the cost of cancer support and carer's support.

TRANSFORMING CARE INSTITUTE

If you want to be part of a team, dedicated to giving patients the very best care then come and join the team of Consultants and Doctors at The Shrewsbury and Telford Hospital NHS Trust.

Our team of highly motivated Consultants and Doctors span a vast range of specialties. You will work within a well-supported and multi-disciplined team, ensuring you reach your full potential. Our hospitals are forward looking and well equipped, providing you with the very best environment to work in.

We have been building the foundations of a better future through our work with Virginia Mason and our own transforming care institute (TCI). We have introduced a leadership academy with more opportunities for development so all our leaders support, coach and perform at the highest levels, celebrate the hard work of our staff and recognise the wonderful improvements that are being made each and every day. This is a vital stepping stone to ensure we are equipped for our better future and realising our vision of providing the safest and kindest care for our patients. Leadership is about supporting teams to be the best they can be. As we move forward together it is vital all our teams understand their important role in delivering this brighter future for everyone.

EDUCATIONAL ACTIVITIES

Postgraduate activities are based in the Education Centre at the Princess Royal Hospital, which has a Medical library, a lecture theatre and a number of seminar rooms and in the Shropshire Education Conference Centre (SECC) at The Royal Shrewsbury Hospital. Regular Clinical presentations and Clinical audit meetings are held and there is a busy programme of activities for General Practitioners and Hospital Staff.

RESEARCH

It is usual for the Trust to be participating in many research projects at any time. Every effort would be made to accommodate a particular research interest you may have, particularly if trainee members of the Department could be incorporated in the methodological and practical stages.

OFFICE AND SECRETARIAL SUPPORT

You will have an office with a full range of facilities including desktop PC. You will be supported by a secretary, and additional administrative staff supporting the existing Consultants in Palliative Medicine.

AUDIT

Great importance is placed upon audit within the Shrewsbury and Telford Hospital NHS Trust and you will be expected to contribute to this as part of your role; the Trust has a fully staffed Audit Department at both Hospitals with extremely well-organised teams.

APPRAISAL, REVALIDATION AND MENTORSHIP

The Trust has the required arrangements in place, as laid down by The Royal College of Physicians, to ensure that all Doctors have an annual appraisal with a trained appraiser and supports all Doctors going through the revalidation process.

The Trust supports The Royal College of Physicians guidance on provision of mentors for new Consultants, in line with GMC recommendations. This will be provided within the Trust.

A formal review of the job plan will be performed at least annually. Appropriate educational and training needs will be supported by the Trust in, as agreed with the LNC (for example, the approval and funding of study leave).

An annual job plan review at individual and departmental level will be completed. You will be expected to participate in this exercise.

We will require to register SaTH as your designated body via the GMC to ensure that you are set up on the Equiniti revalidation system; we will complete this as soon as possible upon your commencement with the Trust.

The Trust also supports the requirements for continuing professional development as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

TERMS AND CONDITIONS OF SERVICE

The appointment is full-time / part-time and the successful candidate will be appointed on the Terms & Conditions Consultants (England) 2003.

Salary Scale (MC72): £82,096 - £110,683 per annum for 10 Programmed Activities (as of February 2020). There is a 5% supplement for the on call component of the role. No time off in lieu is given for

when out of hours attendance at the hospice is required as this is a recognised part of the Consultant on call role.

The post holder:

- will be in possession of a recognised medical / dental qualification and full registration with the General Medical Council and continue hold a licence to practise.
- is advised to be a member of a recognised medical defence society or be suitably insured. Trust insurance does not cover work undertaken outside the Trust other than caring for patients and work of the Trust.
- will be expected to make sure that there are adequate arrangements for hospital staff involved in patient care to be able to contact him / her when necessary.
- will be expected to reside within 60 minutes by road of the base hospital whilst on call.
- will not be permitted to commence employment until a full medical examination has been completed with a satisfactory result or the Occupational Health Physician has satisfied himself that a full examination is not necessary. The completion of a satisfactory health questionnaire is a condition of employment.
- will not be permitted to commence employment until full clearance has been received from the Disclosure Barring Service.

The Trust operates a no smoking policy.

The Trust values its diverse workforce and is committed to taking all necessary steps to ensure that individuals are treated equally and fairly and to taking positive action to promote equal opportunities.

ACCOMMODATION

The Trust offers single residential accommodation for medical staff depending on availability. The Trust only provides single accommodation so private rental would need to be arranged for family accommodation.

OTHER FACILITIES

There is an active Doctors Mess run by the Junior Doctors Mess Committee which organise social events, parties, outings etc. There are on-site fitness centres (a membership fee is payable) available to all members of staff.

STAFF BENEFITS

There are a number of staff benefits schemes which attract tax reductions if joined. This includes a discount on the staff car parking charge, staff gym membership, on-site crèche/childcare provision and access to NHS Discounts schemes.

ADDITIONAL INFORMATION & INFORMAL VISITS

Visits are strongly encouraged and should be arranged with:

Dr Emma Corbett – Consultant in Palliative Medicine. Clinical lead for palliative and end of life care.
01743 261000 ext. 1444 emma.corbett1@nhs.net

STATEMENTS

Health & Safety

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action.

As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff; and
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Information Governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently and effectively. You are required to comply with the Trust's Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust, you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the

confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.

- **Disclosure of Information** - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action.
- **Information Quality and Records Management** - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

Professional Standards and Performance Review

As an employee of the Trust, you have a responsibility to:

- participate in statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates; and
- participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

Safeguarding Children and Vulnerable Adults

- We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.
- As an employee of the Trust you have a responsibility to ensure that:
 - you are familiar with and adhere to the Trust's Safeguarding Children procedures and guidelines.
 - you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

Social Responsibility

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.