



# **Appointment of a Specialty Doctor in Palliative Care**

## **Job Description**

## **INTRODUCTION**

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Shrewsbury and Telford hospital NHS trust (SaTH) is looking for an enthusiastic Speciality Doctor to join the existing Palliative and end of life care team within our two Hospitals.

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). The post will be based at the two Hospital sites however excellent links to the local hospice and community teams 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 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 and experience of the successful candidate.

### **SaTH Hospital Specialist Palliative Care and End of Life Care Team**

SaTH has an established Palliative Medicine Department that includes:

- 0.8 WTE Consultant in Palliative Medicine
- 6.0 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 approximately 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.

### **THE POST**

This is a new full time post however we can offer a flexible approach to working hours to suit the individual and the service. Applications are welcome from those wishing to work part time or full time and a job share will be considered. The post is aimed at a Specialty Doctor equivalent to Registrar level or above.

The post is based at the both Royal Shrewsbury Hospital and Princess Royal Hospital. This post is not recognised for Postgraduate Training. The post is to commence as soon as possible for 6 months with the option to extend thereafter.

The supervisor for this post is Dr Emma Corbett. Consultant in Palliative Medicine.

The main aims and requirements of the post are;

- To provide an early, proactive, Palliative Care review service with support to both Hospital sites, The Royal Shrewsbury Hospital (RSH) and Princess Royal Hospital (PRH), Telford.
- To work with and support the existing Specialist Palliative care CNS team
- To support the existing Advance care planning team
- To work with and support the End of life care facilitator and End of life care nurses
- 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 provide palliative care representation 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 participate in the provision of the palliative and end of life care education program to front line clinicians within the trust.
- To participate in clinical governance including to undertake clinical audit.
- To contribute to the annual appraisal process.

#### Provisional Job Plan

	AM	PM
Monday	09:00 – 13:00 1PA Clinical advisory inpatient reviews PRH	13:00 – 17:00 1PA CNS support for complex cases Clinical advisory inpatient reviews PRH
Tuesday	09:00 – 13:00 1PA Clinical advisory inpatient reviews RSH	1300-1400 0.25PA Upper GI MDT RSH  14:00 – 17:00 0.75 PA Palliative care MDT RSH
Wednesday	09:00 – 13:00 1PA Clinical advisory inpatient reviews RSH	13:00 – 17:00 1PA CNS Support for complex cases RSH
Thursday	9-11 0.5 PA Joint pall care MDT with Severn Hospice community outreach team.	1300-1700 1PA SPA (education and audit) and CPD
Friday	09:00 – 13:00 1PA CNS support for complex Cases PRH	13.00-17.00 1PA Clinical advisory inpatient reviews PRH

Included in the job plan is:

- Time to discuss caseload with consultant
- One session of SPA/ CPD

**This is a non-training post however provides skills and experience in:**

- The holistic management palliative care patients in an acute hospital setting
- Delivering education
- Team working
- Audit

As it is primarily a ward liaison post offering advice and support to clinical teams throughout the hospital some prior experience of palliative care is essential, however this need not be in an acute setting.

**On call**

There is no out of hours on call commitment for this post.

**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 the work we commenced with Virginia Mason. 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.

**OFFICE AND SECRETARIAL SUPPORT**

You will have an office with a full range of facilities including desktop PC. You will be supported by a full time secretary, and additional administrative staff supporting the existing Palliative Care Doctor's.

## **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.

## **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 is being introduced. 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 (MC75): £45,124 - £77,519 per annum for 10 Programmed Activities (as of February 2021).

The post holder:

- will be in possession of a recognised medical 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 30 minutes or 10 miles 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.

### **VISITING**

Appointments to visit the Trust should be arranged with Dr Emma Corbett, Consultant in Palliative Medicine Tel: 01743 261000 ex1444

Sally Hodson– Oncology Operational Manager Tel: 01743 261000 ext. 3523

## 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 Trusts Safeguarding Children procedures and guidelines.  
you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.