JOB DESCRIPTION

FOR THE POST OF
CONSULTANT IN PALLIATIVE MEDICINE TRINITY HOSPICE, BLACKPOOL
WITH BLACKPOOL TEACHING HOSPITALS NHS FOUNDATION TRUST

JOB TITLE: CONSULTANT IN PALLIATIVE MEDICINE BASED AT TRINITY HOSPICE, BLACKPOOL

TENURE: Permanent

KEY INTERNAL RELATIONSHIPS:
Medical Director, Trinity Hospice & Palliative Care Services
Consultants in Palliative Medicine based at Blackpool Teaching Hospital
Senior Lecturer in Palliative Medicine and Community Consultant in Palliative Medicine
Head of Department, Palliative Medicine, Blackpool Teaching Hospital
Clinical Director, Trinity Hospice & Palliative Care Services
Clinical Administrative Support Staff at Trinity Hospice
Chief Executive, Trinity Hospice & Palliative Care Services

KEY EXTERNAL RELATIONSHIPS:
Medical Director of Blackpool Teaching Hospitals NHS Trust
End of Life clinical leads and commissioners for Blackpool CCG and Fylde and Wyre CCG
Blackpool Unitary Authority Social Service Department
Lancashire County Council Social Services Department
North West Coast Strategic Clinical Network via Palliative and End of Life Care Advisory Group for Lancashire and South Cumbria
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INTRODUCTION
As the palliative care hub for the Fylde Coast, Trinity Hospice has been providing excellent specialist palliative and end of life care for adults and children with progressive life limiting illnesses on the Fylde Coast for over 30 years, having been established in 1985. It is an award winning organisation having won National Medium Sized Charity of the Year in 2014, Lancashire Charity of the Year in 2015 and achieved Investors in People Gold in 2017 as well as being rated as outstanding by the Care Quality Commission in 2017. The hospice serves two Clinical Commissioning Groups:

- Fylde and Wyre with 19 GP practices serving a population of around 151,000
- Blackpool with 21 GP practices serving a population of around 172,000.

Despite significant pockets of deprivation and issues around high mortality, the Fylde Coast has seen a steady decline in the number of hospital deaths and increase in deaths in usual place of residence over the last five years across both CCGs. This has been a result of a number of Fylde Coast wide initiatives including the development of unified processes and procedures around key enablers such as Electronic Palliative Care Co-ordination Systems (EPaCCs), anticipatory prescribing at the end of life and individualised plan of care for the dying. In addition, the hospice and CCGs have invested in a successful overnight Hospice at Home service and Six Steps facilitators for care homes across the locality.

Trinity is a combined adult and children’s service, providing a local paediatric palliative care service to families across the Fylde Coast as well as comprehensive adult specialist palliative care service including an 18 bed in-patient unit, community nurse specialists, Hospice at Home and a dedicated palliative care team at Blackpool Teaching Hospital.

The post holder will work with local colleagues in both hospital and community. Trinity has been the catalyst in developing a well-established CCG chaired Fylde Coast Strategic End of Life Group whose partnership approach has been the centrepiece for many of the continued improvements in palliative and end of life care and now is an exciting time to join the group as we begin to implement our next five year strategy.

With a children’s hospice too – Brian House – Trinity works closely with a consultant paediatrician with a special interest in palliative care who has sessions at the hospice. Brian House’s experienced hospice based paediatric team are central to the care of children and young adults with life limiting illnesses and an opportunity exists to develop an interest here for those candidates wishing to do so. Training and support will be available for those with limited experience of paediatric palliative care, based on expanding the knowledge gained as part of registrar training.

Trinity Hospice has a strong working relationship with Blackpool Teaching Hospitals NHS Foundation Trust, Lancaster University and Liverpool University Medical School. It also supports students from University of Central Lancashire, University of Cumbria and University of Manchester from various professional groups.

Blackpool Teaching Hospitals NHS Foundation Trust is a forward looking and innovative place to work and is committed to Values Based Collaborative Leadership and being a ‘Great Place to Work’. The Trust was established on 1st December 2007 and gained Teaching Hospital status in 2010. In April 2012 the Trust merged with community health services from NHS Blackpool and NHS North Lancashire as part of the Transformation of Patient Pathways Programme. We are now a Vanguard site with extensive care services provided for the complex elderly population within Blackpool, Fylde and Wyre.
The Trust serves a population of approximately 440,000 residents across Blackpool, Fylde, Wyre, Lancashire and South Cumbria and the North of England. It comprises Blackpool Victoria Hospital which is a large busy acute hospital and two smaller community hospitals – Clifton Hospital and Fleetwood Hospital and the National Artificial Eye Service. The Trust is also responsible for the provision of community services such as District Nursing and Midwifery. The Trust provides tertiary haematology and cystic fibrosis services for Lancashire and South Cumbria and is the site of the Lancashire Cardiac Centre which provides comprehensive cardiology and cardiothoracic surgical services for the adult population of Lancashire and South Cumbria (around 1.6 million people).

The Hospital Palliative Care Team won the prestigious Palliative Care Team of the Year run by the British Medical Journal in 2016 as a result of the extensive ward based training the team developed which significantly reduced hospitals stays, increased patients identified on discharge from hospital as being eligible for an end of life register and improved use of rapid discharge pathways for those in the last hours of life. The innovative work of the Trust End of Life Care Team was recognised by a national Patient Safety Award in 2015 and a Health Service Journal Award in 2012.

POST

The successful candidate will provide specialist palliative care input into the hospice’s in-patient unit and day therapy unit. S/he will support the delivery of Trinity’s mission statement of “enabling compassionate care on the journey to end of life” through supporting and extending the educational reach of the hospice.

S/he will support the delivery of best practice in palliative and end of life care in line with the Fylde Coast End of Life Care Strategy (2016-2021) and the National Ambitions for Palliative and End of Life Care (2015-2020).

S/he will have admitting rights to the hospice. Admission to the hospital will be through partnership with medical and surgical colleagues in the Trust.

S/he will have the opportunity to work alongside colleagues in paediatrics based both in the hospital and community to support the palliative and end of life care aspects of children and young people with life limiting illnesses on the Fylde Coast.

S/he will work with the Fylde Coast Strategic End of Life Group to support the implementation of the local strategy and the ongoing development of palliative and end of life care across health and social care on the Fylde Coast.

S/he will provide a strategic education lead for the hospice along with key staff at the hospice and Blackpool Teaching Hospitals.

S/he will provide clinical leadership alongside the Clinical and Medical Directors of the hospice around service developments, development of safe practice and review of policies and procedures.

S/he will be expected to act as a role model for students and more junior staff around both academic and clinical roles.

S/he will be provided with office accommodation, access to a computer and secretarial support at the hospice.
TRINITY VALUES – PLEASE ALSO READ APPENDIX 2
Trinity strives to continually improve and provide the best possible care we can for all patients and those important to them. In order to do that we recognise we need a workforce that is passionate about what it does, works together and is well supported by the organisation. We have a shared set of values which we expect all staff to adhere to:

<table>
<thead>
<tr>
<th>Value</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Caring</td>
<td>Provide compassionate care which values and respects differences.</td>
</tr>
<tr>
<td>Adaptable</td>
<td>Open to and embrace new challenges, working collaboratively with those we encounter.</td>
</tr>
<tr>
<td>Responsible</td>
<td>Everyone is accountable for their own actions and look to continuously improve.</td>
</tr>
<tr>
<td>Excellence</td>
<td>Aspire to be the best we can be and optimise service through effective team working.</td>
</tr>
<tr>
<td>Socially Engaged</td>
<td>Use available resources well and share best practice both clinically and from a fundraising perspective.</td>
</tr>
</tbody>
</table>

TRUST VALUES
Genuine engagement of Trust staff is vital to the organisation’s success and aspiration. Our core values provide us with the framework to create the right culture that supports our staff to be the best they can be and achieve better care together for the benefit of our patients. We expect all staff to uphold our agreed set of values and be accountable for their own attitude and behaviours.

<table>
<thead>
<tr>
<th>Value</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>People Centred</td>
<td>Serving people is the focus of everything we do.</td>
</tr>
<tr>
<td>Positive</td>
<td>Having a can do response whatever the situation.</td>
</tr>
<tr>
<td>Compassion</td>
<td>Always demonstrating we care.</td>
</tr>
<tr>
<td>Excellence</td>
<td>Continually striving to provide the best care possible.</td>
</tr>
</tbody>
</table>

INDICATIVE WORK PLAN
The post is 10 Programmed Activities per week including 7 DCC, 2.5 S.P.A. and 0.5 PA on call commitment. Part time of 0.8wte would be considered for an appropriate candidate.

The current on call commitment has been finalised as 1:5 weekend and weeknight second on call to three speciality doctors employed by the hospice, two GPs with a specialist interest in Palliative Care and Speciality Trainees in Palliative Medicine. There are three Advanced Clinical Practitioner posts being developed who will cover the in-patient unit seven days a week in the near future.

The current anticipated intensity of the on call workload is appropriate to 2% rate but this is subject to periodic review.

Job planning will be conducted in line with Trust job planning policy. Job plans will be formally reviewed within the first six months after appointment and agreed according to evidence from actual activity. All consultants will be allocated 1.5 core SPA per week for professional development, job planning, appraisal, attendance at regular team meetings which have a clinical governance aspect and participating in audit. Core SPA time will generally be undertaken within the hospice.

Additional SPA time will be made available to consultants on the basis of evidenced need. Such allocation will be agreed and subsequently reviewed by the consultant, Medical Director of Trinity Hospice and their Head of Department during the job plan review session. Additional (non-core) SPA time will be undertaken within the hospice or Trust or at other agreed NHS sites or academic institutions during the normal working day.
## Indicative Job Plan

<table>
<thead>
<tr>
<th>Day</th>
<th>AM</th>
<th>PM</th>
<th>Total PAs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td>MDT for Brian House and review of children in service with Paediatric Consultant with an interest in Palliative Care (1 DCC) Or Supervision of junior doctors/medical team including review of patients and relative discussions (1 DCC).</td>
<td>Supervision of junior doctors/medical team including review of patients and relative discussions (1 DCC).</td>
<td>2</td>
</tr>
<tr>
<td>Tuesday</td>
<td>Ward Round – Adult in-patient Unit (1 DCC).</td>
<td>Clinical Admin (1 DCC).</td>
<td>2</td>
</tr>
<tr>
<td>Wednesday</td>
<td>1 SPA To include Clinical Quality Improvement Group for hospice, CPD and appraisal preparation.</td>
<td>Grand round at Blackpool Teaching Hospitals (0.25 DCC) Integrated IPU MDT (0.25 DCC). Integrated hospital and community specialist palliative care MDT (0.5 DCC).</td>
<td>2</td>
</tr>
<tr>
<td>Thursday</td>
<td>Medical Undergraduate teaching/preparation (1 SPA).</td>
<td>Seeing relatives, reviewing results and clinical admin (0.5 DCC). Core SPA (0.5 SPA).</td>
<td>2</td>
</tr>
<tr>
<td>Friday</td>
<td>Ward Round – Adult in-patient unit (1 DCC).</td>
<td>Clinical Admin (0.5 DCC).</td>
<td>1.5</td>
</tr>
<tr>
<td></td>
<td>Predictable on call (0.5 DCC). Time in lieu for additional on call activity above this level will be offered although this is anticipated to be a rare event.</td>
<td></td>
<td>0.5</td>
</tr>
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</table>

Total 10
### Indicative Workload

Total Number of Referrals 2017/18 for Key Parts of the Service Relevant to the Consultant Post are summarised in the table below:

<table>
<thead>
<tr>
<th>Service</th>
<th>Current organisational workload 2017-2018</th>
<th>Indicative annual workload for this post</th>
</tr>
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<tr>
<td><strong>Adult In-Patient Unit</strong></td>
<td>Number of admissions 332</td>
<td>Senior review of all patients admitted on to the IPU</td>
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<tr>
<td></td>
<td>Total number of deaths 252</td>
<td>Around 332 patients</td>
</tr>
<tr>
<td></td>
<td>Total number of discharges 80</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Length of stay 10 days</td>
<td></td>
</tr>
<tr>
<td><strong>Hospital Palliative Care Team</strong></td>
<td>Total number of referrals 1227</td>
<td>Occasional telephone advice when consultant colleagues on leave</td>
</tr>
<tr>
<td></td>
<td>Total number patients seen 1143</td>
<td>Up to 30 patients a year</td>
</tr>
<tr>
<td></td>
<td>Total number of discharges 732</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total number of deaths 436</td>
<td></td>
</tr>
<tr>
<td><strong>Day Therapy Unit</strong></td>
<td>Total number of referrals 295</td>
<td>Managed by ward medical staff</td>
</tr>
<tr>
<td><strong>Community Palliative Care Team</strong></td>
<td>Total number of referrals 1113</td>
<td>Telephone and face to face discussion with clinical nurse specialist when consultant colleague unavailable</td>
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<tr>
<td></td>
<td>Total number of patients seen 1008</td>
<td>Up to 60 patients a year</td>
</tr>
<tr>
<td></td>
<td>82% died in preferred place</td>
<td></td>
</tr>
<tr>
<td><strong>Hospice at Home</strong></td>
<td>Total number of referrals 916</td>
<td>Occasional telephone advice or face to face discussion with clinical nurse specialist when consultant colleagues on leave</td>
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<tr>
<td></td>
<td>45% referrals not known to Trinity</td>
<td>Up to 12 patients a year</td>
</tr>
<tr>
<td></td>
<td>95% died in preferred place</td>
<td></td>
</tr>
<tr>
<td><strong>Children In-Patient Unit/Children’s Day Care Provision (Brian House)</strong></td>
<td>Total number of active children 57</td>
<td>Depending on candidate’s experience and preference children and young adults with complex palliative care symptom control/issues and end of life working with specialist nurses and consultant paediatrician</td>
</tr>
<tr>
<td></td>
<td>Number of new referrals 8</td>
<td>Up to 5 children/young adults a year</td>
</tr>
<tr>
<td></td>
<td>Number of discharges 7</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Number of deaths 0</td>
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</table>
TEACHING
Both the hospice and Trust host junior doctors in training placements. The Trust has trainees in all specialities, working in collaboration with Health Education England North West (HENW, formerly North West Deanery). This includes Foundation Doctors, Core Trainees and Specialist Trainees at all levels. The hospice is an approved training hospice for GP STs and Speciality Trainees in Palliative Medicine. There are extensive opportunities for teaching all grades of doctors.

The hospice offers Special Study Modules (SSM) to students of the Medical School at Liverpool and Lancaster and other ad hoc placements as requested.

Both the hospice and the Trust are teaching centres for the University of Liverpool Medical School and the successful candidate will participate in undergraduate teaching within the sessions allocated to support professional activities.

Facilities available at Blackpool for both trainers and trainees are exemplary and include the Health Professionals Education Centre with 24 hour library facilities as well as a clinical skills department and a full simulation suite. The accredited simulation based training unit has various high fidelity training manikins as well as state of the art A/V feedback capabilities. A faculty development programme is available for those trainers that would like to utilise the facilities available. The resources available from library services are constantly reviewed and include access to a wide range of journals as well as clinical databases ‘Up to Date’ and ‘Clinical Key’. A clinical librarian is also available and utilised by existing trainers. Support will be provided to enable suitably qualified candidates to become fully recognised by the GMC as trainers.

The hospice hosts nursing students from across the North West and the candidate would be encouraged to work with the clinical educator to enhance the opportunities to influence both undergraduate and postgraduate nursing and other allied professionals exposure to palliative and end of life care training and experience.

CLINICAL AUDIT
The appointee will be expected to carry out an ongoing programme of clinical audit at the hospice. S/he will be expected to participate, where appropriate, in regional and national audit relevant to palliative medicine.

RESEARCH AND DEVELOPMENT
Trinity is working towards being a Research Generating Hospice, having a track record in actively participating in research projects across a wide spectrum of areas both nationally and internationally.

The Trust is a member of the CLAHRC North West (Collaborations for Leadership in Applied Health Research and Care), and the NW Coast Clinical Research Network (CRN) and Academic Health Science Network (AHSN).

The hospice works closely with the Lancaster Health Hub and International End of Life Observatory at Lancaster around research. There would be opportunity to supervise PhD and MSc students.

Trinity aims to be an innovative organisation, striving to constantly improve and learn from incidents and near misses. It is developing a more comprehensive hospital and community service so it can expand to providing seven days a week face to face assessments led by
Clinical Nurse Specialists. It is investing in developing Advanced Clinical Practitioners to support seven days a week admissions to the in-patient unit.

CONTRACTUAL COMMITMENT
The post is funded by Trinity Hospice Blackpool, but Blackpool Teaching Hospitals will be the lead employer for the appointment and will issue the Contract of Employment. The post holder will have an NHS consultant contract with Blackpool Teaching Hospitals NHS Foundation Trust, who will second the post holder to Trinity via a Service Level Agreement. An additional honorary contract will be held with Trinity Hospice and the post holder will report to the Medical Director of Trinity Hospice.

The post holder will have continuing responsibility for patients in his/her care and for the proper functioning of the service and will undertake the administrative duties associated with care of patients and the running of the palliative care service across the Fylde Coast.

APPRaisal
There is a requirement to participate in annual appraisal in line with GMC regulations and incremental salary progression is linked to engaging with this process.

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 doctors going through the revalidation process. The hospice and hospital will contribute to the appraisal process.

You will be expected to maintain your CME/CPD in line with college guidelines, and this will be supported by the hospice’s study leave policy.

LEADERSHIP DEVELOPMENT
The Trust is committed to being a clinically led organisation which espouses and embodies our values of ‘People Centred, Positive, Compassion and Excellence’. There is evidence that organisations which are clinically led and have high levels of clinical engagement produce better outcomes for patients. In order to support this commitment we offer a range of leadership and development programmes for both new and senior consultants employed by the Trust.

All new consultants will be automatically invited to attend a New Consultant and Senior SAS Doctor Induction programme which takes place over four months and includes action learning as well as taught interactive modules. The programme is designed to equip you with sufficient knowledge, information and support to enable you to undertake your new role more confidently and effectively. We place great value on coaching and mentoring and encourage all new consultants to access our trained in-house coaches and mentors.

ASSOCIATED DUTIES AND RESPONSIBILITIES

i) Main Duties and Programmed Activities
Except in emergencies or where otherwise agreed with your clinical manager, you are responsible for fulfilling the duties and responsibilities and undertaking the programmed activities set out in your new Job Plan, as reviewed annually and in line with the provisions below.

ii) Associated Duties
You are responsible for the associated duties set out in Schedule 2 of the Terms and Conditions. These include amongst other things a requirement to:
• Collaborate with colleagues in primary and secondary care to implement protocols for the management of patients.

• Keep up to date with the developments in the specialty. It is expected that active consideration will be given to existing technologies in terms of cost effectiveness. In addition, the use of the new techniques where they can be justified clinically will be encouraged.

• Contribute to post-graduate and continuing medical education. The Trust supports the requirement of CME/CDP as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

iii) Objectives
Agreed personal objectives will form part of individual Job Plans. Objectives will be set out in clear and transparent terms and will be agreed with an individual’s clinical manager. Objectives are not contractually binding in themselves, but each individual has a duty to make all reasonable efforts to achieve them during the respective year.

HOSPICE LEADERSHIP
Chairman
Mr Nigel Law

Chief Executive
Mr David Houston
Finance Director
Ms Helena Lavin
Clinical Director
Mrs Nicky Parkes
Medical Director
Dr Susan Salt
Human Resources Manager
Mr David Warburton

Working with a Board of 13 Trustees

TRUST LEADERSHIP
The Trust Board members are as follows:

Chairman
Mr Pearse Butler

Executive Directors:
Chief Executive
Mrs Wendy Swift
Director of Finance/Deputy Chief Executive
Mr Tim Bennett
Medical Director
Professor Mark O’Donnell
Director of Operations (interim)
Janet Barnsley (planned care)
Berenice Groves (urgent and emergency care)

Director of Nursing & Quality
Mrs Marie Thompson
Director of Workforce/Organisational Development
vacant

Non-Executive Directors
Mr Michael Hearty
Mr Mark Cullinan
Mrs Mary Whyham
Mr Steve Finnegan
Mr Keith Case
Dr Jim Gardner
**POLICY & STRATEGY**

Policies which drive our Agenda include:

<table>
<thead>
<tr>
<th>Trinity Hospice</th>
<th>Blackpool Teaching Hospital</th>
</tr>
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<tbody>
<tr>
<td>Trinity Hospice Strategy and Business Plan 2017-2020</td>
<td>Blackpool Teaching Hospitals NHS Foundation Trust Strategic Review</td>
</tr>
<tr>
<td>Trinity Hospice Quality Strategy 2015-18</td>
<td>NHS The Five Year Forward View</td>
</tr>
<tr>
<td>Fylde Coast End of Life Strategy 2016-2021</td>
<td>NHS Plan</td>
</tr>
<tr>
<td>Fylde Coast Strategy for Cancer 2015-2020</td>
<td>The National Service Frameworks</td>
</tr>
<tr>
<td>National Clinical Guidelines (NICE)</td>
<td>National Cancer Plan</td>
</tr>
<tr>
<td>Ambitions for Palliative and End of Life Care (2015)</td>
<td>National Clinical Guidelines (NICE)</td>
</tr>
<tr>
<td></td>
<td>Health Improvement Programmes and Joint Investment Plans</td>
</tr>
</tbody>
</table>

**HEALTH & SAFETY**

The hospice and the Trust have comprehensive Health and Safety Policies with corporate policies and procedures. In many instances these mirror each other and, where appropriate, are shared across organisations. As the post holder will work mainly within the hospice setting it will be his/her responsibility to observe the relevant policies.

**RISK MANAGEMENT**

A comprehensive Risk Management Strategy operates across both organisations that include a ‘serious incident’ reporting system. All employees are expected to work within the system and to report both clinical events and near misses. For this post that will be via the hospice system in the first instance.

**CLINICAL GOVERNANCE**

Clinical governance requires that all clinical staff accept personal responsibility for knowing what constitutes best practice in their field, defining policies to translate this into practice within their own service and measuring the clinical outcomes of the service. Both the hospice and the Trust have adopted an approach to clinical governance which draws together self-assessment programmes, clinical audit programmes, complaints and litigation management, risk management, continuing medical education and clinical leadership.

**RESOURCE MANAGEMENT**

The post holder will be expected to ensure that services are delivered within agreed parameters set by the hospice in agreement with the local CCGs and, where appropriate, the Trust.

Working within a charitable organisation, the post holder will be expected to exercise due diligence around the use of charitable funds and co-operate with the fundraising team around promotion of the hospice as appropriate.
## CONSULTANT PERSON SPECIFICATION

### POST: CONSULTANT IN PALLIATIVE MEDICINE

<table>
<thead>
<tr>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
<th>METHOD OF ASSESSMENT</th>
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<tbody>
<tr>
<td><strong>Legal Requirements</strong></td>
<td>Entry on the General Medical Council (GMC) Specialist Register via one of the following: a) Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview) b) Certificate of Eligibility for Specialist Registration (CESR) c) European Community Rights</td>
<td>Teaching qualification such as PGCE. Paediatric qualification such as Diploma in Child Health or Diploma in Paediatric Palliative Medicine. Higher degree (MD/PhD).</td>
</tr>
<tr>
<td>Qualifications and Training</td>
<td>MB ChB or equivalent. MRCP (UK) or equivalent.</td>
<td>Evidence of delivering high quality teaching programmes to undergraduates. Evidence of supervising doctors in training. Research experience. Experience of working in paediatrics as a junior or senior doctor.</td>
</tr>
<tr>
<td><strong>Skills and Abilities</strong></td>
<td>Excellent communication skills – both oral and written. Competent Computer and IT skills. Ability to organise and prioritise workload and to delegate responsibility and supervise staff. Ability to motivate and inspire a multi-disciplinary team and work sensitively within teams and across organisations. Involvement and evidence of implementation of service development and managing change in a healthcare setting. Leadership skills - ability to take responsibility, show leadership and make decisions, to inspire colleagues and get the best out of</td>
<td></td>
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</tbody>
</table>
| Management skills | Awareness of independent hospice sector and its links with the NHS.  
|                  | Awareness of NHS organisation and core values of NHS.  
|                  | Understanding of the management responsibilities of a consultant working in a hospice setting.  
|                  | Participation in a management/leadership training course.  
| Knowledge/Research | Commitment to CPD and requirements of clinical governance and audit.  
|                  | A proven track record in self-directed service improvement.  
| Adherence to the Values of the Hospice/Trust | HOSPICE  
|                  | Caring  
|                  | Provide person centred care with skills and compassion.  
|                  | Respect and value individual difference.  
|                  | Share knowledge and expertise with others.  
|                  | Adaptable  
|                  | Respond positively and flexibly to challenges.  
|                  | Constantly strive to provide high quality care.  
|                  | Work collaboratively based on mutual respect and trust.  
|                  | Responsible  
|                  | Demonstrate a can do attitude and be accountable for individual actions.  
|                  | Maximise our impact by effective team working.  
|                  | TRUST  
|                  | Patient Centred  
|                  | Always patient and staff focused.  
|                  | Supports effective team work.  
|                  | Able to demonstrate integrity through honest and open behaviours  
|                  | Communicates widely and effectively.  
|                  | Compassion  
|                  | Always shows empathy for patients and staff.  
|                  | Always seeks to understand how others are feeling.  
|                  | Positive  
|                  | Always staying positive to reassure staff and patients.  
|                  | Always reflecting the impact of own attitude and behaviours upon the  
|                  | Interview/Assessment Centre  

CV/Interview  

CV/Interview  

Publications in peer reviewed journals.  

CV/Interview  

CV/Interview  

Interview/Assessment Centre
<table>
<thead>
<tr>
<th><strong>HOSPICE Excellence</strong></th>
<th>Strive for improvement, continuously challenge assumptions and strive for cutting edge solutions.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>HOSPICE Socially Engaged</strong></td>
<td>Work in partnership with our community. Fund services through ethical and transparent fundraising. Advocate for vulnerable individuals. Endeavour to be environmentally and financially sustainable.</td>
</tr>
<tr>
<td><strong>TRUST Excellence</strong></td>
<td>Always striving to do best for patients and staff. Always appreciating the efforts of others. Always taking responsibility for actions. Always seeking out opportunities for improvements.</td>
</tr>
</tbody>
</table>
APPENDIX 1

About Trinity Hospice
Trinity Hospice provides care for adults and children who have progressive life limiting illnesses and whose needs cannot be met by their current caring team. Those needs may be physical, psychological, social and/or spiritual. The hospice has a longstanding record of excellent working relationships with both Clinical Commissioning Groups, primary care teams as well as the hospital, as demonstrated by this joint job description.

Trinity underwent a major refurbishment to create a healing and dementia friendly environment whilst creating more single rooms. The design brought key scenes from across the Fylde Coast into the building, providing a focal point for many conversations. The hospice prides itself on the excellent care it provides and its individualised approach.

Trinity is a complex organisation that provides a comprehensive range of specialist palliative care services:

- An adult in-patient unit with 18 beds in a mix of shared and single en-suite rooms.
- An adult day hospice offering 18 places a day four days a week – focussing on empowering those attending over a 16 week programme.
- Brian House, local children’s hospice, providing overnight care for up to four children and respite day care for four children seven days a week.
- Purpose built Learning and Research Centre with a lecture theatre that seats up to 80 people, seminar room and well stocked library.
- Purpose built building for counselling and bereavement support for adults and children, plus a schools-based bereavement support service – the Linden Centre.
- Purpose built out-patient suite for lymphoedema, complementary therapies and medical out-patients.
- An overnight Hospice at Home service co-ordinated by the Out of Hours Medical Service which runs seven days a week.
- Community Clinical Nurse Specialist team of eight wte Clinical Nurse Specialist and three wte Associate Nurses divided into two teams, running a first response service. The teams are supported by a consultant in palliative medicine.
- Hospital based Clinical Nurse Specialist team working with the two hospital consultants made up of three Clinical Nurse Specialists and two Associate Nurses.
- An Admiral Nurse and developing capabilities supporting those with dementia.

There is a comprehensive weekly multi-disciplinary team meeting for both the community and hospital teams with the Hospice in-patient and day units. The meeting provides a forum for:

- Review of all new referrals to Trinity.
- Discussion of complex problems to canvass opinions and share care across the organisation.
• Mutual support and team building.
• Sharing information around research projects and recruitment.
• Update around key service developments.

Regular meetings between the different clinical and non-clinical teams is seen as a strength and an important part of enabling the hospice’s values to be lived out in the various teams within the hospice, exemplified by the picture below.

Trinity Hospice is a registered charity and the responsibility for its governance lies with the Board of Trustees. It has been able to develop its services over the last 32 years through the generous support of the local community and grants from the two Clinical Commissioning Groups. The £7 million annual running costs comes from a Service Level Agreement with Fylde and Wyre Clinical Commissioning Group, a grant from Blackpool Clinical Commissioning Group and an effective fundraising strategy. The organisation is financially sound with adequate resources to fund developments.

The organisation employs over 180 staff and has over 800 active volunteers.

**Current Medical Staffing**

<table>
<thead>
<tr>
<th>Medical Director</th>
<th>1 wte appointed in 2007.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospital Consultant</td>
<td>1 wte appointed in 2009 now working part time as Associate Medical Director for Leadership and Engagement at BTH as well as Consultant in Palliative Medicine.</td>
</tr>
<tr>
<td>Hospital Consultant</td>
<td>0.9 wte appointed in 2015 to support education as well as clinical provision. Currently holds position of Head of Department of Palliative Medicine and End of Life Care. Lead for trainee Physician Associates.</td>
</tr>
<tr>
<td>Community Consultant</td>
<td>0.5 wte shared with the University of Lancaster.</td>
</tr>
<tr>
<td>Consultant Paediatrician</td>
<td>0.3 wte – a shared post with Blackpool Teaching Hospitals with three sessions based with Brian House Children’s Hospice and remaining sessions as a hospital based consultant.</td>
</tr>
<tr>
<td>Senior Speciality Doctor</td>
<td>0.7 wte covering the adult and children in-patient units and other areas of the hospice as needed and leading on Liverpool Medical Student Placements.</td>
</tr>
<tr>
<td>Speciality Doctor</td>
<td>1.0 wte employed by the hospice providing medical cover for the in-patient units, and other areas of the hospice as needed.</td>
</tr>
<tr>
<td>Speciality Doctor</td>
<td>0.4wte employed by the hospice to support the on call rota and provide medical cover on the adult in-patient unit.</td>
</tr>
</tbody>
</table>

Two additional speciality doctors support the on call rota on an ad hoc basis.

In addition the hospice hosts two innovative General Practice ST posts working in both General Practice and the hospice. The hospice is an approved training placement for palliative medicine trainees who have either six month or twelve month placements at the hospice as part of the North West Palliative Medicine Training Scheme.
APPENDIX 2

TRINITY VALUES IN MORE DETAIL

Trinity C.A.R.E.S
So we will be:

Caring
- Provide care with skill and compassion that is person and family centred.
- Truly listen in order to provide appropriate, warm hearted and honest support that meets physical, psychological and spiritual needs.
- Place ‘caring for patients and those important to them’ and/or colleagues and/or supporters at the heart of our actions.
- Respect and value individual differences.
- Support colleagues and/or volunteers and/or supporters at all times.
- Share our knowledge and/or expertise with others in the aim to deliver care to people with progressive life limiting illnesses – whether clinically or in the support of the clinical care.

Adaptable
- Respond positively, appropriately and flexibly to challenges.
- Constantly strive to ensure all we do is of high quality and/or compliant in accordance with changing regulations and/or situations.
- Work across sectors (voluntary, public, and/or private) for the benefit of Trinity.
- Develop effective external collaborations based on mutual respect and trust.
- Prepare to put the needs of other before our own by demonstrating a flexible and adaptable approach.

Responsible
- Clearly communicate expectations so that colleagues, volunteers and/or supporters know what was required of them and will give of their best.
- Demonstrate a ‘can do’ attitude and/or be accountable for our individual actions.
- Investigate adverse comments and complaints carefully and honestly, ensuring learning and continuous improvement.
- Share compliments and celebrate successes to learn from good practice.
- Ensure effective teaching and provide exceptional learning opportunities to colleagues.
- Maximise our impact by effective team-working.

**Excellence - someone who will....**

- Constantly develop and apply their professional expertise.
- Encourage others to share ideas and learning.
- Aspire to provide exceptional professional performance in all roles.
- Promote learning and development for all those providing and needing our services.
- Recruit competent, capable and committed individuals and/or volunteers who share Trinity’s values.
- Strive for improvement every day in themselves and/or others.
- Continuously challenge assumptions and strive for cutting edge solutions.
- Add new knowledge through high quality and/or ethical audit and research.

**Socially engaged**

- Work in partnership with our community to either achieve high quality care at the end of life, for all who need it – or to obtain the resources required to enable the high quality care to be delivered.
- Provide meaningful and satisfying employment and/or volunteering opportunities.
- Fund our services through ethical and transparent fundraising.
- Share Trinity’s expertise to benefit the wider Hospice and Palliative Care community as well as other care providers.
- Speak up/be an advocate for vulnerable individuals and/or disadvantaged groups, who need palliative care.
- Endeavour to be environmentally and financially sustainable to benefit future generations.
- Use available resources well, to maximise our shared compassionate cause.