



JOB DESCRIPTION

JOB TITLE:	Consultant in Palliative Medicine
PAY BAND:	Consultant
DEPARTMENT:	Dept of Palliative Care Phyllis Tuckwell
RESPONSIBLE TO:	Chief of Service Medical Director at Phyllis Tuckwell
DATE:	July 2023

DIMENSIONS OF JOB:

The vision for this new post is to creatively expand Palliative Medicine provision at Frimley Park Hospital and Phyllis Tuckwell community service. Both organisations have a longstanding and effective partnership in clinical care, joint initiatives, and cross-site posts.

The job is part-time and comprises of 8 Programmed Activities (6 at Frimley Park Hospital and 2 at Phyllis Tuckwell – in the community team).

Frimley Health NHS Foundation Trust is the lead employer for this post and Frimley Park Hospital is the main base.

DEPARTMENT OF PALLIATIVE CARE

The Department of Palliative Care is part of the Directorate of Community Services and Older People's Medicine.

In 2022 the service received 1899 referrals and the majority of referrals had non-cancer illness as the main diagnosis. 43% of referred patients died in hospital. The service works 7/7.

The specialty is highly recognised in the hospital and has an active cross-site Clinical Governance group which meets bi-monthly.



Frimley Park Hospital hosts several tertiary referrals units/specialties relevant to palliative care (MND clinic, hyperacute stroke, primary coronary angioplasty, vascular surgery, cystic fibrosis unit and renal unit) allowing for development of specialist palliative care interests.

Medical Staff

Consultant/Dept Lead	0.8 WTE
Consultant (this post)	0.6 WTE (0.8 WTE in total)
Registrar in Palliative Medicine	0.5 WTE
2 GP trainees	0.8 WTE in total
Clinical Teaching Fellow (not every rotation)	0.4 WTE
FY2 (from Aug 2024)	0.4 WTE

Nursing staff

Head of Cancer and End of Life Care (cross site)
Band 8 CNS team lead
Band 7 CNS – 3 posts
Band 6 CNS – 3 posts
Macmillan End of Life Care Support worker

PHYLLIS TUCKWELL

Phyllis Tuckwell is a charity based in Farnham providing supportive and end of life care for people living with an advanced or other terminal illness. It serves a population of 550,000 across West Surrey and North East Hampshire. The services are provided in the community, in the 14 bedded inpatient unit (admitting 7/7; IPU will go down to 10 beds from end of Aug 2023) and through Living Well activities. The recent new community initiatives have focused on improving responsiveness to rapidly changing clinical need through the Responsive Model and a palliative care virtual ward pilot.

The main hospice building will be re-built from Aug 2023 to create new modern facilities on the existing site and return to an 18-bedded ward. The services will re-locate to several temporary local locations for a period of approximately 2 years.

In addition to this post, the hospice consultant team has a Medical Director/IPU consultant (1.1 WTE), locum IPU consultant (0.7 WTE) and 2 community-based consultants (1.4 WTE in total, one with the additional research role). The other members of the medical team are specialty and training grade doctors including a SpR shared with FPH.



FRIMLEY HEALTH NHS FOUNDATION TRUST

Frimley Health is one of the largest Acute Trusts in the South East. It was formed in 2014 following the merger of Frimley Park Hospital with Heatherwood and Wexham Park Hospitals.

The Trust provides inpatient services on 5 sites:

- Frimley Park Hospital in Frimley
- Heatherwood Hospital in Ascot (elective care beds)
- Wexham Park Hospital in Slough
- Heathlands Intermediate Care Unit in Bracknell
- Farnham Community Hospital in Farnham.

In addition, the Trust provides outpatient and diagnostic facilities at:

- St Mark's Hospital in Maidenhead
- King Edward VII Hospital in Windsor
- Upton Hospital in Slough and within Bracknell Forest and the Chalfonts.

The Trust has an excellent record of delivering quality clinical care. This success has been achieved by excellent relationships between clinical staff, management, and colleagues throughout the organisation.

FRIMLEY PARK HOSPITAL

Frimley Park Hospital was the first hospital to be rated as 'Outstanding' overall by England's Chief Inspector of Hospitals which included first 'Outstanding' rating for end-of-life care in the country.

All major specialties are on site and include Accident & Emergency, general surgery, ENT, ophthalmology, orthopaedics and trauma, urology, vascular surgery, all main medical specialties, obstetrics and gynaecology and paediatrics. There is a 34 bedded AMU and dedicated Cystic Fibrosis and Renal units.

We are also proud to host the Defence Medical Group South East at Frimley Park Hospital with its military surgical, medical and nursing personnel working alongside the hospital's NHS staff providing care to patients in all specialties.

The existing hospital complex will be replaced with a state-of-the-art new hospital following the announcement in May 2023 that it has been included in the Government's New Hospitals Programme.

KEY JOB DUTIES AND RESPONSIBILITIES

Clinical



- To provide high quality clinical care supported by current clinical knowledge and established practice.
- To contribute to multi-disciplinary decision making around the referral, management and advance care planning in line with patient care preferences.
- To clinically liaise with other medical and clinical colleagues regarding joint management - when required.
- To provide care and medical management to patients in their own home and in care homes by working with the Clinical Nurse Specialists and primary care colleagues and undertaking domiciliary visits, outpatients and providing telephone support.
- To help to design and review, where appropriate, clinical processes, policies, and protocols in order to deliver the highest possible quality of care.
- To participate in the on-call rota with other consultants in palliative medicine
- To adhere to and review clinical standards of palliative care.

Education, Training and CPD

- To act as the nominated under and postgraduate Dept education lead (FPH).
- To contribute to the planning and delivery of local educational activities.
- To deliver both formal and informal teaching and education in palliative care and end of life care to health care professionals in collaboration with Specialist Palliative Care colleagues.
- To act as an educational/clinical supervisor (subject to obtaining qualifications required by KSS Deanery) for training palliative medicine ST level doctors.
- To medically supervise other doctors and medical students undergoing clinical placements in the units.
- To regularly update clinical skills and to achieve CPD requirement as described in the annual appraisal process and by the Royal College of Physicians and engage with Revalidation in line with the GMC and the Trust's policy.
- To establish a process for obtaining clinical supervision/mentoring from a peer Consultant in Palliative Medicine or suitably trained external clinical supervisor

Service Development and Management

- To contribute to the further development and quality of service provided by FPH Dept of Palliative Care and Phyllis Tuckwell.
- To contribute to producing and reviewing operational policies and to strategic service development in line with recommendations of the Boards and strategic plans for both organisations.
- To represent and support the interests, aspirations and values of specialist palliative care and end-of-life care at senior management level and external meetings.

Quality and Clinical Governance

- To contribute and adhere to the Clinical Governance processes that underpin the NHS and the charitable sector.



- To be aware of, and to implement in clinical practice, the relevant DoH directives, NICE medication and technology appraisals, interventional procedures and approved clinical guidelines.
- To maintain accurate and contemporaneous record-keeping and exemplary prescribing of palliative care medications.
- To abide by the Trust's and Phyllis Tuckwell's procedures, policies and guidance in relation to operational issues, health and safety, data protection, vulnerable adult and child protection, clinical governance and confidentiality.

Provisional Job Plan

The provisional job plan is based on 8 PAs and will be discussed further once the post holder is appointed. The post will consist of 6.5 PAs of direct clinical care (DCC) and 1.5 PAs of supporting professional activities (SPA).

	Mon	Tuesday	Wednesday	Thursday	Friday
Am		DCC Phyllis Tuckwell – community team	DCC FPH	DCC FPH	DCC FPH
1-2pm		SPA Clinical education meeting (PTH)			SPA Medical Grand Round (FPH) - optional
Pm		DCC Phyllis Tuckwell - community team	DCC FPH	SPA FPH	DCC FPH

An annual Job Plan review will take place and any changes to the role because of organisational demands and priorities will be discussed with the postholder.

On Call

The post holder will participate in the Cat A 1:6 consultant on-call rota covering FPH, Phyllis Tuckwell ward and patients in the community. The on-call model is currently under review.

Study Leave

Study and professional leave will be supported and granted in accordance with NHS policies and local procedures. The Trust supports the requirement for Continuing Medical Education 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 Employment

The terms and conditions of service will be those applicable to the Consultant Contract (2003) and any offer is subject to the NHS standard pre-employment checks.

Employment will also be governed by the Trust's employment policies and procedures.

The postholder will be required to reside not more than 10 miles by road, or 30 minutes' travel time from Frimley Park Hospital unless specific approval is given to a greater distance by the Chief of Service. The successful candidate will be required to maintain a means of ready contact by telephone.

Shared access to a computer, desk space and admin support will be provided.

Health and Safety

The Trust recognises and accepts its responsibility to provide a safe and healthy working environment for employees, patients, and visitors.

The postholder will have a duty to take reasonable care of their own health and safety. This includes ensuring that they are aware of and follow all Trust health and safety and infection control procedures relevant to their work and participate in relevant mandatory training and annual infection control updates. They will be expected to consistently follow high standards of infection control practice.

Safeguarding Vulnerable Groups

Employees who come into contact with vulnerable adults or children and their parents during the course of their normal duties need to be aware of their responsibility to safeguard and promote the welfare of children, young people and vulnerable adults.

Equal Opportunities

You are required to comply with and maintain awareness of the Trust's Policies relating to Equal Opportunities.



1998

You are required to comply with and maintain your awareness of the Trust's Policies and procedures relating to the Freedom of Information Act 2000 and the Data Protection Act 1998.

This job description is an indication of the type and range of tasks that are expected of the postholder, and other duties may be required, in line with the responsibilities of a consultant.



PERSON SPECIFICATION
Job title: Consultant in Palliative Medicine

REQUIREMENT	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications	MBBS or equivalent Full GMC registration MCRP or equivalent On Specialist Register for Palliative Medicine or eligible (within 6 months of CCT at the time of the interview and with satisfactory PYA report) for admission to the Specialist Register. Option of applying to the Specialist Register via CESR route (application achievable within 6-12 months at the time of the interview)	Postgraduate medical degree	Application form GMC/RCP
Clinical skills	Evidence of broad training and skills in Palliative medicine gained in a variety of care settings (hospital and community in particular) Ability to clinically supervise the clinical work of doctors in training and other staff	Clinical experience in oncology and management of advanced long-term conditions	Application form Interview
Communication skills	Strong oral and written communication skills in English Ability to build good relationships and work collaboratively with staff at all levels in both organisations Ability to relate to and communicate effectively with patients and the relatives from a wide range of backgrounds		Application form Presentation Interview
Service development and leadership	Awareness and understanding of specialist palliative care in the NHS and voluntary sector Ability to work across organisations with different values and form partnerships with diverse stakeholders	Knowledge of Primary Care sector Record of participation and leadership in service development and improvement projects	Application form Presentation Interview
Management	Ability to prioritise and	Attendance at Management training	Application form

abilities	<p>organise personal workload</p> <p>Ability to work as part of the team and evaluate own clinical practice</p> <p>Decision-making skills needed to lead a multi-disciplinary team in complex</p>	<p>course</p> <p>Experience in change management</p>	Interview
Teaching	<p>Strong teaching skills and experience</p>	<p>Qualification as Educational Supervisor</p> <p>Experience in planning undergraduate and post graduate teaching</p>	<p>Application form</p> <p>Interview</p>
Research	<p>Training in research methodology and experience of supporting research involvement</p>	<p>A record of research participation</p> <p>GCP training certificate</p>	<p>Application form</p> <p>Interview</p>
Values and attitudes	<p>The flexibility, resilience and positive attitude to strive in current healthcare environment</p> <p>We will expect your values and behaviours to mirror those of our organisations, available at:</p> <p>https://www.fhft.nhs.uk/about-us/our-values/</p> <p>https://www.pth.org.uk/about-us/our-mission/</p>		Interview
Other	<p>Able to work and travel between multiple sites</p> <p>Possession of car/driving licence</p> <p>Competent with common office tools (MS Teams, email word and excel)</p> <p>Familiar with electronic health record systems</p> <p>Membership of MDU/MPS or</p>	<p>Experience of using electronic records and integrated care records</p>	<p>Application form</p> <p>Interview</p>



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