

“We will be the best – giving excellent compassionate care to the people of Morecambe Bay.”



Royal College
of Physicians

Approved



University Hospitals of
Morecambe Bay
NHS Foundation Trust

JOB DESCRIPTION

Job Title:	Consultant in Palliative Medicine
Department/Ward:	Palliative Care
Band:	Consultant
Care Group:	Integrated Community Care Group
Responsible to:	Clinical Lead
Accountable to:	Clinical Director
JOB SUMMARY:	<p>Consultant in Palliative Medicine joining an enthusiastic team of professionals dedicated to the care of patients in the last phase of life, managing individuals with complex needs, alongside driving forward the improvement of services that deliver care to those with life-shortening illnesses, across an integrated environment of acute and community practice.</p> <p>The postholder will be expected to provide clinical expertise in Palliative Medicine to patients in a variety of clinical settings working closely alongside and supporting teams of Clinical Nurse Specialists and Advanced Clinical Practitioners.</p> <p>They will be key to the ongoing development and improvement of Palliative Care services across the Bay.</p> <p>This is a full time post but applications for less than full time work would be welcomed.</p> <p>Royal College of Physicians Kitemark approval applied for and awaited.</p>

This job description is not exhaustive and will be reviewed and amended, with the post holder, when necessary.

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The Current Palliative Medicine Team:

- The Palliative Medicine Team at UHMBT currently consists of two Consultants and one Associate Specialist doctor. This vacancy has been created by the retirement of a colleague early in 2022. The successful applicant would join the team alongside:
 - Dr Sarah Price – Consultant and joint Clinical Lead for Palliative Care Bay-wide
 - Dr Jennifer Cross – Associate Specialist
 - Dr Emma Shereston – Consultant
- The Clinical Lead role is shared between Dr Sarah Price and Mrs Jayne Denney (Lead Nurse for Palliative and End of Life Care at UHMBT).
- The Specialist Palliative Care team are part of the Integrated Community Care Group, and provide clinical services across both acute and community settings.

Main Duties of the Post:

Clinical:

- The post holder will be expected to provide clinical expertise in Palliative Medicine to patients in a variety of clinical settings.

Acute sector:

- ◇ The senior Palliative Medicine team at UHMBT work alongside a well-established Clinical Nurse Specialist (CNS) team which includes Non-Medical Prescribers (NMPs) and an Advanced Nurse Practitioner (ANP). There are 2 WTE equivalent CNS posts at each acute site. The acute sites are the Royal Lancaster Infirmary and Furness General Hospital.

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- ◇ We work closely with our colleagues across the hospitals, providing an important and effective medical role in the delivery of care to patients diagnosed with life-limiting illness and at the end of life. We are fortunate to have an excellent relationship with our colleagues in Oncology, with regular joint board / ward rounds, as well as with those from other medical and surgical disciplines.
- ◇ The palliative care team currently attend site-specific cancer MDT meetings for lung, CUP and upper GI pathways.

Community:

- ◇ This role also provides specialist Palliative Medicine input to the community across Morecambe Bay. This involves working closely with and supporting teams of Clinical Nurse Specialists, again including NMPs. These broadly form three groups (based in Barrow, Kendal and Lancaster).
- ◇ The medical team provide support in the form of attendance at multidisciplinary team meetings, domiciliary visits to patients, outpatient clinics and phone contact as required. During the COVID-19 pandemic, this has involved a blended approach of in-person visits and telephone consultations, with the capability to move to video-consulting. The service operates a relatively low number of outpatient clinics, with a current preference to flexibility and responsiveness, however there is scope to develop services in line with changing palliative care population needs and local strategy. For more specific details regarding inpatient / outpatient workload, please get in touch directly to discuss the nuances of this within our service.
- ◇ We work collaboratively alongside our colleagues in Primary Care, through telephone contact, the Trust’s electronic Advice and Guidance system, and through virtual meetings. We have had an excellent working relationship with

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colleagues in Morecambe Bay CCG, and look forward to building new relationships alongside these within Place-Based Partnerships, as the ICS structures develop and change.

Hospice:

- ◇ We are fortunate to have two hospices within the Morecambe Bay area, St John’s Hospice in Lancaster and St Mary’s Hospice in Ulverston, supporting people at the end of life in the community through a combination of inpatient beds, Hospice at Home services, community nursing and day services, and with whom we work closely.

On call:

- ◇ On call commitment from the senior medical team is a “second on call” arrangement. This on call cover provides senior level out of hours palliative care advice to the acute Trust sites and to colleagues working for GP Out of Hours services across the Morecambe Bay footprint. As such the post holder would be expected to offer advice remotely to colleagues from a variety of disciplines. The team also provides second on call cover to St John’s Hospice in Lancaster, the first on call being provided by a mix of Specialty Doctors and Advanced Nurse Practitioners, and does include on site work if required. This is currently on a 1:5 weekend, and 1:4 weeknight basis, but is subject to change.

The role:

This is an integrated role across both community and acute hospital settings, and although the role is Bay-wide, posts tend to focus clinical cover on a particular geographical area of the Bay, whilst ensuring equitable and robust support to the services across the patch as required. The senior palliative medicine roles at UHMBT do mix the disciplines of acute and community palliative care; in part to

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break down boundaried working between primary and secondary care and embrace system-wide management, but also due to the practical implications of providing care across a large geographical footprint.

Providing equitable access to excellent palliative care across the Bay is an important aim of our service. The area is diverse and interesting. We cover a geographic area incorporating both rural and urban areas, from the fells of the Lake District, the bustling city of Lancaster, the seaside town of Morecambe to the home of world-class maritime engineering, Barrow-in-Furness. This makes Morecambe Bay a fascinating place to work, with particular challenges which require innovation and excellent collaboration with other local services.

The medical team have excellent administrative support, with two members of secretarial staff covering the Bay. There is dedicated office space for the palliative medical team, and all members of the medical team have laptops and smart phones to achieve flexibility, alongside agile and multi-site working.

We are fortunate to work within a very supportive and cohesive team. Direct support to the post-holder is available through the Specialist Palliative Care Clinical Leads, but also through other sources such as clinical service managers, the care group directorate and across the wider Trust. Access to mentoring is available within the Trust, and a programme for newly-appointed consultants is being developed.

Wider working across the Integrated Care System:

Morecambe Bay sits within the Lancashire and South Cumbria Integrated Care System. We continue to build relationships and opportunities for collaborative working with our colleagues across the network footprint, for example with joint clinical guidelines for palliative care, EPaCCS project work, ambitions for the new hospital programme locally and opportunities for CPD and support.

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Education:

- The post holder would be expected to have an enthusiasm for teaching and engage in the provision of education sessions in a variety of settings and to audiences from all walks of the health and social care landscape.
- Along with colleagues, the post holder would be expected to participate in the planning and delivery of education to postgraduate medical colleagues in both primary and secondary care. We have been involved in the teaching of medical students at both Lancaster Medical School and UCLAN, and this is an area where opportunities may develop further in the future.
- The department is actively seeking to re-engage with Higher Specialty Training in Palliative Medicine. Morecambe Bay provides an incredibly rich environment for learning the skills of Palliative Medicine in a diverse and interesting place. The post holder would be expected to participate in the teaching and mentorship of such trainees in the future should this opportunity arise. Opportunities exist to participate in the HENW teaching programme for Palliative Medicine trainees in the North West and Mersey deaneries.
- The post holder would engage in both the development and delivery of planned teaching sessions to a broad spectrum of audiences and demonstrate a preparedness to teach opportunistically as part of day to day work.

Governance, Audit, Quality Improvement and Research:

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- Providing a safe, effective and well-governed service is essential to all clinical disciplines. The post holder would be required to take an active role in this aspect of the service. In collaboration with service leads, they would be expected to provide leadership in the development and delivery of multi-professional audit, regularly review clinical procedures, be involved in risk management and quality assurance. UHMBT consistently takes part in the NACEL (National Audit of Care at the End of Life) audit. The post holder would be expected to undertake all work in accordance with UHMBT policies and procedures and fulfil all external regulatory requirements.
- The post holder would be expected to take an active role in quality improvement work, providing clinical leadership and direction in this area.
- The post holder would be expected to demonstrate a commitment to evidence-based practice and possess the ability to critically appraise the literature and translate this into clinical practice. Keeping up to date with current research and guidelines is essential and disseminating this information across our clinical teams is part of the educational remit of this post.
- We are in the early stages of establishing ourselves as a research-active department, having provided data for the Cecily Saunders Institute CovPall study in 2020; we are now exploring future projects with the team. This is an exciting area of development as we look to the future.
- We are fortunate to have the International Observatory on End of Life Care just down the road at Lancaster University. We continue to build strong relationships with the team there, creating a powerful voice for both clinical and academic palliative care in the area. A successful applicant would be expected to have positive approach to, and interest in, current research in the field of palliative care.

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Leadership:

- The post holder would be required to actively participate in leadership and management activities alongside the rest of the clinical team. An attitude of openness and transparency is key to the role, and a willingness to foster an environment for learning.
- The post holder would be expected to deliver effective medical leadership which supports and develops a motivated and integrated multidisciplinary team.

The UHMBT team meet regularly with St Mary’s and St John’s leadership teams, along with representation from the CCG, and other stakeholders, to address both strategic and operational issues for palliative and end of life care across the Bay. The teams also work together to coordinate campaigns such as Dying Matters each year.

The post holder would need to be enthusiastic about the development and improvement of services for our local population and be able to work collaboratively with our partners in the third sector, and across the disciplines of health and social care, to continue to build a robust service for patients and those close to them.

Continuing Professional Development and Appraisal:

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- It is expected that the postholder will be committed to their own continuing professional development whilst engaging with the annual appraisal and medical revalidation process.

The Trust supports the requirements for continuing professional development, including access to training and development, e.g. through the clinical educators programme. All doctors have an annual appraisal with a trained appraiser and the Trust fully supports doctors through the revalidation process.

A sample job plan for 10 PAs is attached below, with an example of a geographical focus in South Cumbria. We welcome applicants who wish to work less than full time, and the contents of the job plan are flexible and can be negotiated with a successful applicant. All posts are “Bay-Wide” in terms of clinical support to the teams. The posts usually (but not exclusively), have some geographical focus (Lancaster / South Lakes / Furness), which can be discussed.

DAY	TIME	LOCATION	WORK	CATEGORY	No. of PAs
Monday	AM	Acute Trust (FGH)	Pall Care board round and ward round, clinical work.	DCC	1
	PM		Admin.	DCC	1
Tuesday	AM	Community (Virtual)	North Lancs/South Lakes MDT / Admin	DCC	1
	PM	Community	Lunchtime Education	SPA	1
		Various	SPA		
Wednesday	AM	Community (Furness)	Furness MDT	DCC	1
	PM		Domiciliary Visits (DVs)	DCC	1
Thursday	AM	Community (Kendal / South Lakes)	Clinical work / mini-MDT / Domiciliary Visits (Kendal)	DCC	1.5

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	PM	SPA		SPA	0.5
Friday	AM	Acute Trust (FGH)	Clinical ward work / Admin	DCC	1
	PM			DCC	1

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TERMS AND CONDITIONS

This post will be subject to the terms and conditions of the University Hospitals of Morecambe Bay NHS Foundation Trust.

CONFIDENTIALITY

Information relating to patients, employees and business of the Trust must be treated in strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. All staff must operate within the requirements of the Freedom of Speech policy.

SAFEGUARDING & PROTECTING CHILDREN

Everyone shares responsibility for safeguarding and promoting the welfare of children and young people, irrespective of individual roles. As a senior manager you will need to be aware of your responsibility in relation to safeguarding and protecting children. You will be expected to provide effective leadership in ensuring safeguarding children is a priority within all service delivery and developments.

ENVIRONMENTAL IMPACT

It is the responsibility of all staff to minimise the Trust’s environmental impact by recycling wherever possible, switching off lights, computers, monitors and equipment when not in use and it is safe to do so, minimising water usage and reporting faults promptly.

HEALTH AND SAFETY

The Health and Safety at Work Act stipulates that it is the responsibility of each employee to observe all rules governing safety and conduct and as such safety equipment and Personal Protective Equipment provided must be used.

INFECTION CONTROL

The Trust is committed to protecting the health of all staff, patients and visitors to the Trust. As such all staff is personally responsible for compliance with all Trust and department infection prevention and control policies. Failure to comply with such policies and associated procedures is likely to lead to disciplinary action and may result in dismissal.

MANUAL HANDLING

The post holder will be provided with adequate training in correct lifting techniques by a recognised lifting instructor.

NO SMOKING POLICY

A No Smoking Policy operates across all Trust sites.

QUALITY OF SERVICE

The trust is committed in its use of available resources to obtaining the best possible service for patients and staff. The Post holder must share this objective and seek to maintain and improve the quality of service provided.

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EQUAL OPPORTUNITIES

The Trust is pledged to equal opportunities for all and is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of gender, marital status, age, race, colour, sexual orientation, creed, nationality, ethnic or national origin or disability. We promote flexible working opportunities wherever possible to enable staff to balance their work with their private lives.

TRAINING AND DEVELOPMENT

Maintain your professional standards in respect of education and training and ensure that you are aware of your specific area specialty training and needs analysis.