



JOB DESCRIPTION	
Job Title:	Bank Doctor
Hours of Work:	Bank – participation in the weekend rota (non-resident), with opportunities for ad hoc weekday sessional work and Bank Holiday cover.
Base:	Barnsley Hospice
Department:	Medical team
Accountable To:	Hospice Consultants
Responsible For:	No direct line management responsibility
Job Purpose:	To provide clinical care and medical input to the multidisciplinary team for patients under the care of Barnsley Hospice, under the supervision of the named Consultant. The post holder will review Hospice inpatients and participate in the first on-call rota, providing palliative care telephone advice to other professionals in Barnsley community and hospital services, as well as to palliative care patients and families via the Pallcall advice line. The role includes participation in the non-resident weekend rota, with opportunities for ad hoc weekday sessional work and Bank Holiday cover. The post holder will work flexibly alongside colleagues to ensure the highest quality of service to patients and those close to them.
Organisational Summary	Barnsley Hospice is a charity that provides specialist palliative and end of life care to hundreds of local people and those close to them each year. Our main priority is to achieve the best possible quality of life for people living with a life-limiting illness, whilst supporting those close to them during the period of illness and bereavement. As a specialist care provider, the range of skills we offer include, pain and symptom management, emotional support and end of life care. The hospice currently employs about 100 people and has a team of volunteers, based both at the hospice and within our Retail Hub. We are committed to Equality, Diversity & Inclusion in all that we do and welcome applications from all sections of the community. We particularly welcome applications from Black, Asian and minority ethnic candidates, LGBTQIA+ candidates and candidates with disabilities because we are committed to increasing the representation of these groups at Barnsley Hospice.
Main Duties & Responsibilities:	
<u>Key Duties and responsibilities:</u>	
Direct Clinical Care of Patients	
1. To provide clinical care and medical input to the multidisciplinary team for patients under the care of Barnsley Hospice, under the supervision of the named Consultant. 2. To review and provide appropriate medical care to Hospice inpatients.	

3. To see patients in any Hospice setting, including inpatient, day centre or outpatient settings as required. The need to review outpatients or day centre patients would be unusual and would only normally occur when providing weekday cover, rather than at weekends or on Bank Holidays.
4. To keep accurate and timely records of patient interactions using the electronic patient record.

Out-of-Hours Medical Provision

5. To participate in the first on-call rota for the Hospice.
6. To participate in the non-resident weekend rota. Weekend working comprises two days and three nights, from 5pm on Friday evening to 9am on Monday morning. Some doctors may work split weekends, subject to individual discussion and agreement.
7. Weekend days and Bank Holidays require up to eight hours on site during the daytime, followed by off-site first on-call cover until 9am the following morning.
8. To return to the Hospice during the evening or overnight when required to undertake a face-to-face review of a patient.
9. To provide palliative care telephone advice to other professionals working within Barnsley community and hospital services.
10. To provide palliative care telephone advice to patients and families through the Pallcall advice line.
11. To seek advice and support from the Consultant on call where appropriate. Consultant telephone advice and support will be available at all times.

Liaison Between Teams

12. To facilitate information transfer between specialist palliative care teams when patient care is transferred.
13. To liaise with and advise other practitioners within hospital and community settings to support the best possible outcomes for palliative care patients.

Supporting Professional Activities

14. To keep professional knowledge and skills up to date and undergo regular appraisal.
15. To complete mandatory training requirements for Hospice doctors.
16. To participate in systems to support patient safety within the Hospice.
17. To take advantage of continuing professional development opportunities to maintain and develop learning in specialist palliative care.
18. To work flexibly alongside colleagues to ensure the highest quality of service to patients and those close to them

General:

The post holder will work as part of the Hospice Medical Team and wider multidisciplinary team, contributing to the provision of specialist palliative and end-of-life care.

The Hospice currently employs two part-time Consultants and five part-time substantive Specialty Doctors in Palliative Medicine, who staff the Hospice Inpatient Unit and provide district-wide support, working closely with GPs, community nurses, doctors and other Consultants in primary, community and acute care settings.

The Medical Team also includes a GP Specialty Trainee Doctor, an F1 Doctor and a number of Bank Doctors who work on the weekend rota and provide ad hoc weekday cover.

The post holder will work collaboratively with colleagues across specialist palliative care services in Barnsley, including community and hospital teams, to support effective communication and continuity of patient care.

Other Responsibilities

To undertake any other duties, commensurate with the role as required by the Hospice.
To act as an ambassador of the Hospice, maintaining honesty, integrity and trustworthiness at all times.
The post holder will be expected to maintain strict confidentiality at all times.
The post holder will ensure that they are aware of and apply health and safety and fire precautions.
The post holder will ensure that clinical risk management and safeguarding procedures and relevant good practice guidelines are followed at all times.
The post holder is to ensure data protection is maintained at all times.
The post holder will be flexible in terms of working hours in order to meet service needs.
The post holder will support the Hospice as required, across the range of duties as appropriate within the grading of this post. In the context of rapid and ongoing change within the Hospice, the above responsibilities represent the current priorities and requirements for the post. These priorities will develop and evolve over time. Any significant changes will be the subject of full communication and consultation with the post holder.

This job description is not an exhaustive list but it shows many of the aspects to this role

PERSON SPECIFICATION	
Knowledge and educational achievements:	
Essential • Full GMC registration with a licence to practise. • MRCP, MRCPGP or equivalent. • Demonstrates breadth of experience and knowledge in clinical practice. • Understands the importance of audit and research to the continuing development of clinical practice. • Familiar with the principles underpinning clinical governance. Desirable • Postgraduate qualification in Palliative Medicine / Specialist Palliative Care. • Personal involvement in audit/research. • Involvement in Clinical Governance activities.	Application form & Interview
Experience and work achievements:	
Essential • Experience of independent palliative care work caring for patients with advanced, progressive disease and those in the last days of life. • Experience of working with a specialist palliative care team or in a hospice / specialist palliative care inpatient unit. Desirable • Experience of pain management, oncology and/or psychiatry.	Application form & Interview
Skills and abilities:	

Essential • Evidence of excellence in verbal and written communication skills. • Computer literate. • Experience and interest in undergraduate and postgraduate teaching. Desirable • Attendance on an Advanced Communication Skills course. • Completion of a teaching skills course, for example, 'Training the Trainers'.	Application form & Interview
Personal attributes:	
Essential • Works well as part of a multidisciplinary team. • Able to organise time effectively and prioritise effectively. • Able to display empathy and sensitivity. • Able to recognise own limitations and seek help when needed. • Resilience and ability to operate under pressure. • Applicants must meet professional health requirements in line with GMC/Good Medical Practice. • Demonstrates probity, including honesty and integrity, awareness of ethical dilemmas and respect for confidentiality.	Application form & Interview

Our Values and Behaviours:

Ambition: *We aim high and look for ways to improve ourselves, our services, reach more people and play a leading role.*

- We set high standards for ourselves and the services we provide.
- We seek every opportunity to learn: from our successes and our mistakes.
- We take a flexible and creative approach when seeking opportunities and solutions.

Collaboration: *We are inclusive and work in partnership with others to achieve shared goals and get the best outcome possible.*

- We value diversity in its broadest sense and take meaningful action to create an inclusive environment.
- We seek out and nurture partnerships so we can achieve more together.
- We are welcoming and friendly.

Compassion: *We are caring and treat everyone with kindness and respect.*

- We show empathy and consideration towards others.
- We are genuinely caring and respectful in our interactions with others.
- We are generous with our time and attention, and value the people around us.

Integrity: *We are honest, communicate clearly and openly, and take responsibility.*

- We are open and honest with ourselves and others.
- We are trustworthy and reliable and deliver on our promises.
- We are professional and take our responsibilities seriously.

Assessment method – application form and interview