

Part 1 - Job description

Post title

- Locum Consultant in Palliative Medicine

Based at

- Barnsley Hospice

Managerial reporting

- The Medical Director will manage the post holder.

Programmed Activities

- Up to 4 Programmed Activities including 1 Supporting Professional Activity (each activity is a nominal 4 hour session).
 - 20 Programmed Activities are funded:
 - 16 Programmed Activities are carried out by the existing consultants, Dr. Becky Hirst (Medical Director) and Dr. Rachel Vedder;
 - 4 Programmed Activities are currently vacant (maximum of 10 per consultant).

Job summary

This post will assist and promote the development of an integrated approach to end of life and palliative care services throughout Barnsley. The work plan may involve sessions at Barnsley Hospice, Barnsley Hospital NHS Foundation Trust, South West Yorkshire Partnership NHS Foundation Trust, as well as providing advice to Primary Care practitioners and domiciliary visits.

There are five main elements to the role: clinical leadership to specialist palliative care teams, direct clinical care of patients (inpatients, outpatients and domiciliary visits), leading multi-disciplinary teams, providing advice to other care practitioners and involvement with strategic and operational developments.

This is a locum appointment and will work alongside the current Consultants in Palliative Medicine, Dr. Becky Hirst and Dr. Rachel Vedder, who are also employed by Barnsley Hospice.

Duties and responsibilities

Clinical leadership to specialist palliative care teams

- To provide consultant input for the Barnsley Specialist Palliative Care Teams.
- To work with specialist palliative care colleagues to provide an integrated palliative care service.

Direct clinical care of patients

- To provide specialist medical input to the care of patients with specialist palliative care needs.
- To take responsibility for the care of inpatients at Barnsley Hospice.

Leading multi-disciplinary teams

- To attend multi-disciplinary patient review meetings and take a leading role in the development of management plans.

Providing advice to other care practitioners

- To provide expert opinion and advice to care practitioners, via telephone or direct assessment of patients (inpatients, outpatients and domiciliary visits).

Involvement with strategic and operational developments

- To contribute to the planning and developing of specialist palliative care services to meet the needs of the Barnsley population. This will require working in an integrated way with all those delivering palliative care to ensure a seamless service.
- To promote a culture of continuous improvement and to integrate clinical governance with practice.
- To provide supervision, training and education of junior medical staff and students.
- To participate in audit and research projects.

Outline of total activities from the 20 Programmed Activities

Each Consultant in Palliative Medicine will have an individual work plan and there will be a 'holiday' work plan to provide appropriate cover when the other consultant(s) are not available. The eventual work plan will be agreed in consultation with the Consultants, Barnsley Hospice, Barnsley Hospital NHS Foundation Trust, South West Yorkshire Partnership NHS Foundation Trust and NHS Barnsley (The Barnsley Clinical Commissioning Group from April 2013).

The eventual work plans of the consultants will be designed to ensure adequate coverage for the acute hospital, community and hospice areas of activity. The example job plan below is indicative.

Example job plan based on 10 Programmed Activities

	Monday	Tuesday	Wednesday	Thursday	Friday
Morning	Outpatient clinic	Hospice Ward Round	Hospice MDT/half SPA	District MDT/0.5 Community session	Hospital ward round
Afternoon	Hospital Ward Round	SPA	Community session	SPA/ Education session with Sheffield SPRs	Hospice ward round

Workload

Barnsley has a GP registered population of 244,667 and it is estimated that approximately 1% die annually, equating to approximately 2,400 deaths each year. Of those deaths approximately 81% (1,914) were aged 65 years and over. The most common cause of these deaths includes cardiovascular disease, respiratory disease and cancers, all of which are at prevalence levels above the national average.

The ethnicity of elderly people in Barnsley is made up of 98.2% white British, 0.7% white Irish, 0.7% other white and 0.2% were Indian.

There are 37,700 elderly people registered with a Barnsley GP. Of these approximately 10,000 elderly people in Barnsley currently live in the 20% most income deprived areas in England.

As a local authority, Barnsley's life expectancy is significantly lower than the national average, with 1.9 years less for men and 2.2 years less for women. The life expectancy for men is ranked the 38th worst and women are ranked 18th worst out of the 324 local authorities in England.

Palliative care in Barnsley is provided via partnership working arrangements and is governed by a robust borough wide End of Life Strategy Group. Both specialist and generalist palliative care is provided to patients depended upon their need. End of life care in Barnsley has been developed in recent years in line with our local and national strategy, with a focus to develop equity for those with a non-cancer diagnosis. Organisations involved in the End of Life Strategy Group are listed below.

Barnsley Hospice

Barnsley Hospice has a 10-bed inpatient unit (all single rooms) and a Therapy and Support Unit (outpatients). Other services provided are: Lymphoedema, Counselling and Bereavement, Complementary Therapy and Carer support.

The hospice employs two Consultants in Palliative Medicine, who provide borough wide support, working closely with GPs, community nurses, doctors and other consultants in primary, community and acute care settings.

Activity for the period January to December 2011 is as follows :

- Inpatient unit: 199 admissions. 40% of patient died in the hospice. Of the remainder, 47% were discharged home.
- Day Therapy: 100 new appointments at an average of 10 follow-ups, which excludes the twice weekly 'drop-in' session.
- Lymphoedema: 84 new appointments at an average of 8 follow-ups.
- Counselling: 124 new appointments at an average of 6 follow-ups.
- Palliative Medicine: 80 referrals to the hospice Inpatient Unit, 171 outpatient appoints and domiciliary visits, plus liaison with primary, community and acute practitioners.

Barnsley Hospice is currently working with Barnsley Hospital NHS Foundation Trust to provide two additional specialist nurses to work with the existing hospital palliative care team.

South West Yorkshire Partnership NHS Foundation Trust (SWYPFT)

SWYPFT provide a community specialist palliative care team consisting of Clinical Nurse Specialists, Specialist Dietician, Physiotherapy, Occupational Therapist, Speech and Language Therapist and Social Workers. The service is delivered to patients in their own homes, including care and nursing homes, seven days a week between 9:00am – 5:00pm. In 2010/11, 866 new patients (145 non-cancer) were reviewed.

The Marie Curie Supportive Care Service works in partnership with other health and social care professionals to deliver quality individualised care packages to people in their homes at the end of life. 274 patients were referred to this service 2010/11.

Barnsley's end of life care team are employed by South West Yorkshire Partnership NHS Foundation Trust and commissioned to develop the workforce and systems to improve the quality of generalist palliative care across the district.

Barnsley Hospital NHS Foundation Trust

A 500-bed hospital built in the 1970s, which provides a full range of district hospital services. These included emergency department services, outpatient clinics, inpatient services, and maternity and children's services. Barnsley Hospital NHS Foundation Trust also provide a number of specialised services, including cancer and surgical services, in conjunction with Sheffield Teaching Hospitals.

There is a dedicated specialist palliative care nursing team who work in conjunction with the Consultants in Palliative Medicine and community nursing teams. During the last 12 months the activity has been:

- 624 referrals and 372 discharges.
- The team have been involved in 225 (24%) of the total of 936 deaths (excluding trauma).

Barnsley Metropolitan Borough Council

Barnsley Metropolitan Borough Council commission a range of services which palliative care features. These are predominately services for older people, often involving social care in domiciliary or long-term residential facilities from a variety of independent, public and voluntary providers. Detailed activity data about social care associated with palliative care is currently difficult to determine, although due to the high proportion of older people being cared for, such activity is likely to be very significant.

On-call

There will be a requirement for the post holder to be on-call and this is currently done in collaboration with Doncaster and Rotherham.

Most on-call activities are for telephone advice, although very occasionally there may be a requirement for the consultant to attend the patient.

The current frequency for on-call is 1 in 7.

Supporting Professional Activity

Participation in the End of Life Care Strategy Group, Education sub-group, Cancer Strategy Group and other groups as required, as well as individual appraisal, continuous professional development and mandatory training.

Teaching

Training and education is considered a high priority in palliative medicine, and the appointee will be expected to participate in teaching programmes across Barnsley and occasionally South Yorkshire.

Together with other members of the multi-professional team, there is also a commitment to continuing training and education of other health care staff across Barnsley. The hospice hosts phase 4 medical students from the University of Sheffield, as well as having a GP VTS SHO on six monthly rotation from the Barnsley training scheme. The post holder will be involved in the teaching of Foundation Programme doctors at BHNFT and there are other opportunities for teaching at the hospital trust on a formal and informal basis including involvement in the hospital Grand Round.

There is an active Palliative Care Education Sub-Group, with representation from across Barnsley that meets to exchange ideas and to determine strategy and plan education programmes. There is currently a rolling programme of generalist education including 'Aspects of Palliative Care' and 'Foundations of Palliative Care' for qualified and non-qualified staff respectively in which the consultants are involved.

Continuing professional development

The post holder will be supported to undertake continuing professional development in line with the Royal College of Physicians guidelines and within the specified job plan.

Research and Audit

The post holder will take part in audit, research and developments to improve care and services across the various providers.

Part 2 – Person Specification: Consultant in Palliative Medicine

Criteria	Essential	Desirable	Where Assessed
Basic Qualification/ Requirements	Basic medical degree Full registration with the GMC Permission to work in the UK Ability to travel between sites and domiciliary visits in a time efficient manner		Certificates Passport Work Permit Interview Application form
Higher Qualification	MRCP, MRCPGP, FRCA or FRCR	Additional qualifications e.g. Diploma in Palliative Medicine, MSc, MD/PhD	Certificates CV
Experience	CCT or equivalent experience in Palliative Medicine	Experience of pain management, General Practice, Oncology, Psychiatry	CV Application Form
Clinical Skills	Paracentesis Communication skills	Experience of nerve blocks/spinal analgesia	CV Interview
Research/ Publications	Ability to demonstrate an appreciation and understanding of research methodology Ability to use research findings appropriately to inform practice Commitment to evidence based practice	Evidence of involvement in research and/or publications	CV Application Form Interview
Audit Skills	Participation in clinical / organisational audit Appreciation of benefits of clinical audit in improving clinical practice and the development of clinical guidelines. Understanding of clinical governance		CV Application Form Interview

Teaching Skills/CME	<p>Experience and interest in undergraduate and postgraduate teaching</p> <p>Ability to facilitate teaching programmes</p> <p>To have completed a teaching skills course e.g. "teaching the teachers"</p>	<p>Fulfil current RCP CME requirements</p> <p>Have a postgraduate qualification in teaching</p>	<p>CV</p> <p>Application Form</p> <p>Interview</p>
Communication Skills	<p>To demonstrate an ability to communicate in English both verbally and in writing,</p>		<p>Application Form</p> <p>Interview</p>
Personal Attributes	<p>Ability to work as part of a multi-disciplinary team</p> <p>Excellent communication skills, oral and written</p> <p>Good interpersonal skills</p> <p>Can work on own initiative and recognise own limitations</p> <p>Ability to have strategic thinking</p> <p>Decisive and flexible</p>	<p>Hold a current UK driving licence</p>	<p>Interview</p>
Management Skills	<p>Can demonstrate ability to lead and manage people</p> <p>Demonstrate intelligent and analytical approach to problem solving</p> <p>Able to maximise opportunities due to change</p> <p>Proven organisational skills</p> <p>Understanding of management process between the voluntary, independent sector and the NHS</p> <p>Experience of managing junior staff</p>	<p>Computer skills</p> <p>Demonstrate leadership skills</p>	<p>Interview</p>
Business Awareness	<p>Demonstrates understanding of the current UK Healthcare system and the need to develop the service in line with national and local policies</p>		<p>Interview</p>

Part 3 - Job Details

Post: *Consultant in Palliative Medicine*

Employment

This is a temporary post

Salary Range

£74,504 to £100,446 for working 10 activity sessions per week, starting salary dependent upon experience and subject to negotiation¹.

On-call supplement will be a percentage of basic pay:

- 1% for a rota of 1 in 9 or less;
- 2% for a rota of 1 in 5 to 1 in 8;
- 3% for a rota of 1 in 1 to 1 in 4.

Pension

The NHS pension scheme is transferable, subject to meeting the required NHS Pension Scheme conditions.

Alternatively, there is the option of joining the Barnsley Hospice Group Personal Pension scheme, to which the employer makes a contribution. The scheme is currently operated by Standard Life and is available to all permanent employees. This scheme complies with the standards to be a suitable alternative for Stakeholder Pensions.

Holidays

Annual leave entitlement is 40 days per annum (based on working 10 sessions), which is inclusive of 8 statutory public holidays.

Annual appraisal

Annual appraisal and pay progression will be a joint process with the Chief Executive of Barnsley Hospice and the Medical Director of South West Yorkshire Partnership NHS Foundation Trust.

Office accommodation and secretarial support

Office accommodation and secretarial support for the post holder are provided at Barnsley Hospice. The post holder will be provided with their own personal computer, access to the Internet, a personal email address and a mobile telephone.

¹ Hospice medical pay scales are based on the equivalent NHS pay scales.

Sickness

Entitlement to Hospice sick pay is in accordance with the following:

Length of service	Entitlement
During 1 st year of service (and after completing 4 four months service)	One month full pay and two months half pay
During 2 nd year of service	Two months full pay and two months half pay
During 3 rd year of service	Four months full pay and four months half pay
During 4 th year of service	Five months full pay and five months half pay
After completing 5 years service	Six months full pay and six months half pay

Notice Period

One month's notice in writing by either party.

Part 4 – Supporting Information

Barnsley Hospice

Barnsley Hospice opened in 1994 and is a leader in the field of Hospice care. It is an independent voluntary hospice, which receives financial support from NHS Barnsley and public voluntary donations. Barnsley Hospice has 10 in-patient beds and an active day unit (The Limes) providing services five days per week. Barnsley Hospice also provides a Bereavement Service, a Lymphoedema Service and a Counselling Service.

The hospice has a full multidisciplinary team as specified in NICE guidance on palliative and supportive care and National Hospice Council recommendations in Palliative Care 2000. Hospice Practitioners are directly employed by Barnsley Hospice and work from 0900 to 1700, Monday to Friday, carry out a Saturday morning ward round and are available 'on-call' at all other times.

The hospice has an active audit and education programme. There are dedicated library facilities and education facilities.

The hospice is led by a Chief Executive and a management team who are responsible to the Board of Trustees. For further information please visit: www.barnsleyhospice.org

Barnsley Hospital NHS Foundation Trust

Foundation Trust Status was granted to Barnsley Hospital in January 2005 and it is a 450 bedded single site acute hospital serving the local population. Since that time, the Trust has an enviable record of consistently fulfilling its financial duties and in delivering contract activity without cancelling elective surgery during winter months.

The majority of the Hospital site was built in 1977, but there is a continuing programme of capital investment. The Trust has recently developed an £8m development of the Imaging Department, £1.5m for Breast Screening development and £1m for upgrading of the Obstetrics and Gynaecology Outpatient Department. The Trust is currently developing a £5m business case to establish an Emergency Care Centre, which will integrate services for all emergency admissions over the next two years.

Barnsley Hospital NHS Foundation Trust is currently introducing a new structure that will see the creation of 14 Clinical Service Units, each headed by a Clinical Director.

General Internal Medicine has 20 funded Consultant posts of which 2 in Respiratory Medicine, 3 Diabetes and Endocrinology; 3 Consultants in Cardiology, 3 in Gastroenterology, 5 Consultants in Medicine for the Elderly including 1 Professor post which is linked to the University of Sheffield Medical School, and 1 Acute Physician.

Specialist Clinics are provided in Barnsley Hospital NHS Foundation Trust by Clinicians for Sheffield Teaching Hospitals in Nephrology, Neurology, Oncology, Cardiothoracic Surgery and Urology.

There are 252 acute medical beds allocated to General Internal Medicine, including 22 on the Admissions Ward, 7 on Coronary Care Unit and 4 Acute Respiratory Care Beds. The remaining beds are located in 8 acute medical wards. The Hospital also has a 7-bedded intensive therapy unit.

For further information please visit: www.barnsleyhospital.nhs.uk/

South West Yorkshire Partnership NHS Foundation Trust

The South West Yorkshire Partnership NHS Foundation Trust provides community, mental health and learning disability services to the people of Barnsley, Calderdale, Kirklees and Wakefield. The Trust also provides some medium secure (forensic) services to the whole of Yorkshire and the Humber.

The Barnsley Development Unit provide the local community palliative care team.

For further information please visit: <http://www.southwestyorkshire.nhs.uk/>

NHS Barnsley

NHS Barnsley is coterminous with Barnsley Metropolitan Borough Council and has numerous operational and strategic relationships. NHS Barnsley commissions and provides a range of health and care services to the people of Barnsley. A transition of commissioning responsibilities to a Clinical Commissioning Group is currently underway, which should be effective from April 2013.

For further information please visit: www.barnsley.nhs.uk/