

Job Description

Job title:	Bank Hospice Doctor
Department:	Palliative Medicine, Barnsley Hospice
Reporting to:	Barnsley Hospice Consultants
Role Summary:	<p>This is a Bank Hospice Doctor post based in an in-patient hospice.</p> <p>The post holder will be responsible for the day-to-day medical care of in-patients at Barnsley Hospice as part of the specialist multi-professional ward team. The post holder will be expected to provide safe, effective care to patients in the inpatient unit through robust assessment, planning, implementation and evaluation of care. They will receive handover regarding plans of care from weekday doctors when starting a weekend. There is a Consultant in Palliative Medicine who is second on-call who can be contacted for support and advice.</p> <p>The post holder will provide non-resident first on-call duties to the in-patient ward supported by a second on-call consultant. This first on-call rota is provided by hospice specialty doctors, bank hospice doctors, and a GP VTS doctor. A second on call rota is provided by the Consultants in collaboration with those in Rotherham and Doncaster.</p> <p>This post is employed by Barnsley Hospice, an independent charitable organisation. The terms and conditions of the post will be in accordance with, but not subject to, the conditions you would expect in the NHS.</p>
Hours of work / Job plan	<p>Participation in a 1 in 7 weekend rota (non- resident), and opportunities for ad hoc weekday sessional work and cover on bank holidays.</p> <p>Weekend working comprises 2 days and 3 nights working from 5pm on Friday evening to 9am on Monday morning. Some weekend doctors work split weekends and this is arranged subject to discussion with individual doctors.</p> <p>Weekend days and bank holidays require up to 8 hours on-site during the day time each day and then off-site first on-call, ending at 9am the following morning. A first on-call doctor may need to</p>

return to the hospice during the evening or overnight when a patient needs face to face review. The post-holder will review hospice inpatients and will be available to give palliative care phone advice to other professionals in Barnsley community and hospital, as well as palliative care patients and families via the Pallcall advice line. A consultant will be available for phone advice and support at all times.

Key duties & responsibilities

Direct Clinical Care of Patients

- To provide clinical care and medical input to the multidisciplinary team for patients under the care of the Barnsley Hospice, under the supervision of the named Consultant
- To see such patients in any Hospice setting ie in-patient, day centre or out-patient (need to review outpatients or day centre patients would be unusual and would only occur on cover for weekday work, not at weekends or bank holidays)
- Day to day medical care of in-patients
- Managing admission of new patients to the hospice and arrangements for discharge. Routine admissions and discharges do not take place on weekend or bank holiday days. Emergency admissions or discharges are sometimes done on weekend or bank holiday days, when it is warranted and when staffing resources allow. There is guidance for decision-making regarding this and decisions are undertaken by the multidisciplinary team.
- To receive and deliver full and effective handover between doctors on the team and within the multi-professional team.
- To discuss with relatives and/or carers of patients and provide support where appropriate, necessary and possible.
- To keep accurate records of clinical work using the electronic patient record
- To develop and maintain effective working relationships with other members of the multidisciplinary hospice team.
- To comply with all Hospice clinical policies and procedures.

Liaison between Teams

- To liaise with the community and hospital palliative care support teams and other community services to facilitate the smooth admission and discharge of patients under their care.
- To liaise with other practitioners in the hospital and community to ensure the best outcomes for palliative care patients, this includes providing specialist palliative care information and advice to healthcare colleagues in primary care, community services, and secondary care.
- To provide advice in response to Pallcall queries, and document advice given. Calls can be discussed with or redirected to the consultant on-call if needed.

Supporting professional activities

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- To keep up to date and undergo regular appraisal
- To complete mandatory training requirements for hospice doctors
- To participate in systems to support patient safety in the hospice
- To take advantage of CPD opportunities to maintain and develop learning in specialist palliative care

This list is not exhaustive, and the responsibilities may be reviewed and adapted in discussion with the post holder. It is expected that the post holder will work flexibly alongside colleagues to ensure the highest quality of service to patients and those close to them.

Other Responsibilities:

1. Undertake any other duties, commensurate with the role as required by the Hospice management
2. Act as an ambassador of the Hospice, maintaining honesty, integrity and trustworthiness at all times.
3. Maintain strict confidentiality at all times.
4. Ensure that they are aware of and apply health and safety and fire precautions.
5. Ensure that clinical risk management and safeguarding procedures and relevant good practice guidelines are followed at all times.
6. Ensure data protection is maintained at all times.
7. Be flexible in terms of working hours in order to meet service needs.
8. Support the hospice as required, across the range of his/her duties as appropriate within the grading of this post.

Person Specification

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Reporting to:		Barnsley Hospice Consultants
Accountable to:		Barnsley Hospice Consultants, and through them to The Hospice Chief Executive and The Board of Trustees.
Qualifications	Essential	Full GMC registration with a licence to practice

	Desirable	MRCP, MRCGP or equivalent
Clinical Experience	Essential	Experience of working with patients with advanced, progressive disease and those in the last days of life
	Desirable	Experience of pain management, Oncology, Psychiatry
Knowledge and Skills	Essential	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 Evidence of excellence in verbal and written communication skills Computer literate
	Desirable	Involvement in Clinical Governance activities including audit / service evaluation Evidence of advanced communication skills training
Teaching Skills	Essential	Experience and interest in undergraduate and post-graduate teaching
	Desirable	Evidence of teaching skills training eg 'Training the Trainers'
Personal qualities	Essential	Works well as part of a multidisciplinary team Professional manner 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
	Desirable	
Health and Probity	Applicants must meet professional health requirements in line with GMC/Good Medical Practice Demonstrate probity (displays honesty, integrity, aware ethical dilemmas, respects confidentiality).	