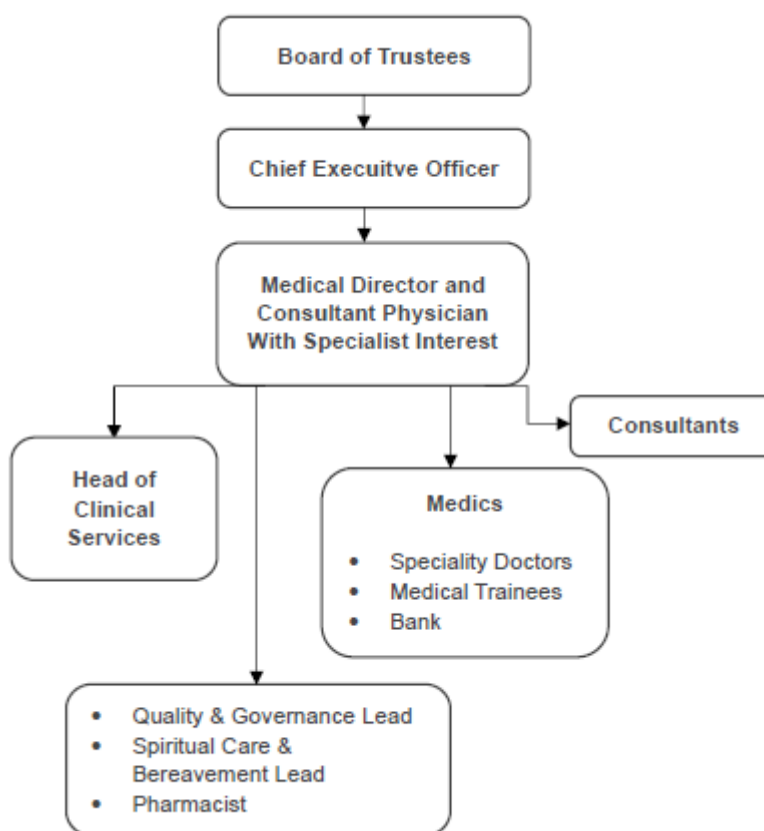


JOB DESCRIPTION

Job Title:	Specialty Doctor in Palliative Medicine
Department:	Medical
Post Holder:	tbc
Reports to:	Medical Director
Accountable to:	Chief Executive Officer

Organisation Chart:



The duties and responsibilities of this post have been assessed as levels of competence required and reflect the skill and knowledge needed to satisfactorily perform the duties of the post.

Job Purpose:	<p>To be responsible for the safe and effective medical care of patients referred to Bolton Hospice services, including Inpatients, Day Therapy, outpatient clinics and the medical support of the Hospice At Home nursing team.</p> <p>To carry out clinical work, under the supervision of the consultants and the Medical Director, as part of the hospice multi-disciplinary team.</p>
Key Working Relationships:	<p>Medical Director</p> <p>Consultants in Palliative Medicine</p> <p>Specialty Doctors</p>

	Head of Clinical Services Service Leads Sisters Patient Liaison Nurse Members of the MDT
Role Responsibilities:	
<p>Clinical</p> <ul style="list-style-type: none"> • With other members of the medical team take responsibility for the day to day management of the inpatient unit patients, including initial assessment, management, planning and daily review. • Liaise closely with and support the nursing team and other members of the multi-disciplinary team. • Ensure supportive communication with patients and their carers, regarding their disease and its management. • Participate in the non-resident on-call rota (when on call at weekends, this includes attending the ward each morning and otherwise being available to offer advice or attend if necessary). • Provide telephone advice to hospital and primary care colleagues, Macmillan nurses and others. • Participate in appropriate clinical meetings as part of the wider multi-disciplinary team. • Complete administration resulting from medical duties, discharge letters, death certificates and coroners' reports etc. <p>Organisational</p> <ul style="list-style-type: none"> • Be aware of developments within the hospice. • Be aware of the Bolton Hospice business plan. • Embrace organisational and clinical change. <p>Education and Training</p> <ul style="list-style-type: none"> • Participation in the hospice educational programs. • Support medical trainees with education and work based assessments. • Fulfil requirements of annual appraisal for revalidation. <p>Clinical Governance</p> <ul style="list-style-type: none"> • Work in adherence to the organisational policies, procedures and guidelines of Bolton Hospice. • Participate in audit and other clinical governance initiatives. <p>Other</p> <ul style="list-style-type: none"> • To promote and maintain the philosophy of the hospice. • Ensure standards are maintained at all times. • To act always in a manner that supports and promotes the good reputation of the hospice. • Any other requirements as appropriate to the post and location. 	

General Responsibilities:

Health and Safety

All employees have a duty to report and accidents, complaints, defects in equipment, near misses and untoward incidents, following hospice procedure. Ensure health and safety

legislation is complied with at all times, including COSHH and Workplace Assessment.

Confidentiality

All information relating to patients, patients' families, staff, volunteers, supporters and suppliers gained through your employment with Bolton Hospice is confidential. Disclosure to any unauthorised person is a serious disciplinary offence.

Infection Control

Prevent spread of infection. Comply with policies and procedures for correct disposal of waste, sharps and soiled linen.

Safeguarding Vulnerable People (Children and Adults)

All employees have a responsibility to protect and safeguard vulnerable people (children and adults). They must be aware of child and adult protection procedures and who to contact within the Hospice for further advice. All employees are required to attend safeguarding awareness training and to undertake additional training appropriate to their role.

Disclosure & Barring Service Check

This post is subject to a Disclosure & Barring Service check.

Continuous Personal Development

You are responsible for your own professional development, identifying training and development needs to your line manager and completing all mandatory training as required. You must attend any specialist training and development activities relevant to your role within the hospice.

Valuing Equality and Diversity

All hospice staff should carry out their duties in accordance with the values and principles of our Equality and Diversity strategy. It is the responsibility of all employees to support the hospice commitment to do all we can to ensure we do not exclude, alienate or discriminate in any way and to promote a positive attitude to equality and diversity in adherence to our Equality and Diversity policy.

Living Our Values Everyday

All staff must actively support the vision, aim and values of the hospice, promoting our core values at all times and in all aspects of your work.



The range of duties and responsibilities outlined above are indicative only and are intended to give a broad flavour of the range and type of duties that will be allocated. They are subject to modification in the light of changing service demands and the development requirements of the post holder.

This job description is an outline of the main responsibilities. It will be subject to periodic review and amendment.

Employee Name:			
Employee Signature:		Date:	
Manager Name:			
Manager Signature:		Date:	

PERSON SPECIFICATION

Job Title:	Specialty Doctor in Palliative Medicine
Department:	Medical

The person specification sets out the qualifications, experience, skills, knowledge and personal attributes which the post holder requires to perform the job to a satisfactory level.

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
QUALIFICATIONS	Full GMC registration MBChB or equivalent	MRCP/MRCGP or equivalent Diploma in Palliative Medicine	Application Form Certification
KNOWLEDGE & EXPERIENCE	Post-registration experience of specialties relevant to palliative care Knowledge and/or experience of multi-disciplinary specialist palliative care within hospital, community and hospice settings Understanding of the role and process of audit Understanding of the psychosocial needs of patients and carers	Experience in palliative care Advanced Communications Skills training Experience of small group and one-to-one teaching	Application Form Interview References
SKILLS	Appropriate level of clinical knowledge and skills Ability to make sound clinical decisions and work independently Teaching skills and experience Proficient written and verbal skills in English language Ability to organise and prioritise responsibilities Strong IT skills	Proven ability to complete an audit project	Application Form Interview References
PERSONAL ATTRIBUTES	A strong interest in palliative medicine and a commitment to the vision and values of Bolton Hospice Good interpersonal skills, able to communicate well with colleagues, patients and carers, both verbally and in writing Able to work well in a multi-disciplinary team and collaboratively with other teams Ability to cope with stressful situations, take responsibility and show leadership Willingness to be flexible Good time management Desire to learn and develop skills within palliative medicine		Application Form Interview References
OTHER	Place of residence suitable for on-call duties		Application Form

	Full driving licence and access to own vehicle Member of a Medical Defence Organisation		Membership confirmation
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