

Job Description

Job Details:	
Job Title:	Specialty Doctor
Grade:	<i>Specialty Doctor pay scale (2021 SAS contract)</i>
Department:	Medical Team
Directorate:	<i>Care Services Directorate</i>
Reporting to:	<i>Medical Director or Consultant in Palliative Medicine</i>
Location	<i>Dorothy House Hospice Care, Winsley, and across the wider Bath & North East Somerset, Swindon and Wiltshire system</i>
Hours:	<i>As agreed in job plan</i>
On-Call Commitment	<i>Participation in the first on-call rota as agreed - this will involve one weeknight per week (non-residential) and one weekend on call on either a one in five or one in six basis that is part residential and part non-residential</i>
Job Summary / Main Purpose: The Specialty Doctor will provide specialist palliative medical care to patients and families receiving services from Dorothy House Hospice Care. The post holder will work as part of the multidisciplinary team across inpatient, community and outpatient settings, contributing to the delivery of high-quality, compassionate and person-centred palliative and end of life care. The role includes assessment, diagnosis, treatment planning, symptom management and advance care planning for patients with complex palliative care needs. The Specialty Doctor will support delivery of integrated care across Dorothy House and partner organisations, enabling patients to receive care in the right place, at the right time. The post holder will work under the professional leadership of the Medical Director and Consultants and will contribute to service development, quality improvement, education and clinical governance activities.	

Principal Duties and Responsibilities

(Job plan will be agreed between the post holder and the medical director or palliative medicine consultants. The final job plan could be more focused upon providing community based palliative care, or it could be more focused on the inpatient unit.)

Inpatient Unit (IPU)

- Provide day-to-day medical care for patients admitted to the Inpatient Unit.
- Undertake admission assessments and formulate management plans.
- Lead ward rounds and join consultant-led in ward rounds.
- Assess and manage complex symptoms.
- Support discharge planning and continuity of care.
- Liaise closely with nursing and allied health professional colleagues.
- Provide timely communication with patients, carers and families.
- Participate in community palliative care MDT meetings held at the hospice.
- Liaise with community partners such as GP practices to co-ordinate high quality community palliative care.

Community and Outpatient Services

- Assess and review patients under community palliative care services.
- Participate in multidisciplinary discussions regarding complex patients.
- Support care planning for patients in their own homes, care homes and community settings.
- Contribute to virtual ward and neighbourhood-based models of care where appropriate.
- Provide medical input to outpatient and day services clinics.

Advice and Support

- Provide specialist palliative care advice to healthcare professionals.
- Support decision making relating to symptom control and end of life care.
- Work collaboratively with general practitioners, community teams, hospitals and care homes.

On-Call Responsibilities

- Participate in the hospice medical 1st on-call rota.
- Non-residential on-call one night per week.
- On the weekends there is a combined residential and non-residential oncall.
- Provide specialist palliative medicine advice out of hours.
- Support urgent clinical decision making for patients known to Dorothy House services.

Multidisciplinary Working

- Participate fully in MDT meetings.
- Contribute specialist medical expertise to patient reviews.
- Work collaboratively with nurses, advanced practitioners, pharmacists, allied health professionals, social workers, psychologists, chaplains and volunteers.
- Promote integrated working across Dorothy House and partner organisations.

Quality, Safety and Clinical Governance

- Maintain high standards of clinical practice.
- Participate in audit, clinical effectiveness and quality improvement programmes.
- Contribute to incident review processes and organisational learning.
- Comply with Dorothy House policies and procedures.
- Support preparation for regulatory inspections and quality reviews.

- Participate in mortality reviews, significant event reviews and governance meetings as required.

Service Development

- Support implementation of service improvements.
- Contribute to development of innovative models of palliative and end of life care.
- Assist in developing integrated pathways across the local health and care system.
- Identify opportunities to improve patient experience, access and outcomes.

Education and Training

- Contribute to teaching and training programmes.
- Support undergraduate and postgraduate learners.
- Assist with education for healthcare professionals across partner organisations.
- Participate in continuing professional development.
- Maintain GMC registration requirements and appraisal.

Research and Innovation

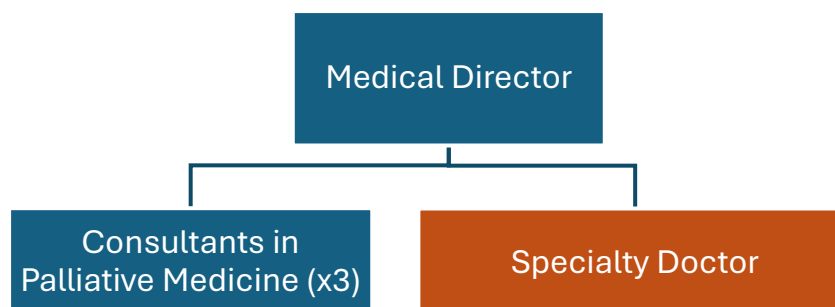
- Support research activity within Dorothy House.
- Participate in evidence-based practice initiatives.
- Contribute to service evaluation and innovation projects where appropriate.

Professional Responsibilities

- Maintain full GMC registration and licence to practise.
- Participate in annual appraisal and revalidation processes.
- Work within GMC Good Medical Practice requirements.
- Maintain professional competence through CPD.
- Promote equality, diversity and inclusion within all aspects of work.
- by the hospice education department and externally.

Appraisal and revalidation

The post holder will share the output of their annual appraisal with the DHHC responsible officer (RO). They will also inform the hospice of their designated body and RO.

Structure Chart

Contacts

- *Medical Team.*
- *All teams across the Care Services Directorate including in-patient unit, day-patient services, community palliative care teams and hospice at home.*
- Education and research teams
- Local GP partners
- Royal United Hospital Bath Palliative Care Team
- HCRG Community Services

Special Note

This job description does not form a part of the contract of employment but indicates how that contract should be performed. The job description will be subject to amendment in the light of experience and in consultation with the post holder.

No Smoking Policy

Dorothy House operates a No Smoking Policy for all staff, volunteers and visitors in relation to promoting health. It applies to the Hospice premises and grounds at Winsley, all Dorothy House shops and when staff are on duty in patients' homes.

Confidentiality

All of the work relating to patients, carers, donors, staff and volunteers and any other information gained are of a confidential nature and must not be communicated to other persons except in the course of duty.

Health and Safety at Work Act

It is the responsibility of all employees to ensure that the requirements of the Health and Safety at Work Act are complied with safe working practices are adhered to and that hazards are observed and reported to the appropriate office.

Safeguarding

Dorothy House is committed to promoting the wellbeing of all adults and children who use our services, ensuring that they live a life that is free from harm, abuse and neglect. We work in an open and transparent way and encourage staff, volunteers, patients and families to raise any safeguarding concerns. All staff should ensure that they are aware of their responsibilities and attend the mandatory training as required.

Person Specification

Criteria	Essential	Desirable
Primary Medical Qualification recognised by the GMC, with full GMC Registration and license to Practise	X	
Significant medical experience including specialist palliative medicine experience (which may include oncology, geriatric medicine, general medicine)	X	

Experience of multi-disciplinary working, leading MDT discussions, whilst enabling learning improvement within MDT discussions	X	
Excellent clinical assessment and decision-making skills, knowledge and experience of symptom control, palliative care principles.	X	
Excellent communication skills with a compassionate and person-centred approach, with ability to manage emotionally demanding situations	X	
Commitment to all aspects of clinical governance, quality and safety including quality improvement and delivering best practice, aligned with the Patient Safety Incident Response Framework application	X	
Formal teaching or education experience		X
Experience of working in a palliative care team		X
Post-graduate qualification such as MRCP or MRCGP / Post-graduate qualification in palliative medicine		X