



RECRUITMENT BRIEF

## Consultant in Palliative Medicine



Royal Devon  
University Healthcare  
NHS Foundation Trust



# Welcome

Our mission is simple: to provide outstanding care and support to the community of North Devon who are impacted by a life limiting illness. Following retirement of a long-serving post-holder, we are seeking a new Consultant in Palliative Medicine, to work 8 PA's (negotiable) alongside the Trust's existing Consultants in Palliative Medicine. We are committed to flexible working arrangements, including job sharing and we will discuss these arrangements with any shortlisted candidates.

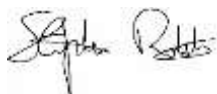
Rated as one of the best places to live in the UK, Devon offers a fantastic mix of cultural and outdoor activities. You will be based at the North Devon Hospice. In addition to responsibilities in our 7-bedded inpatient unit, you will enjoy sessions supporting the Hospital and community palliative care teams. Alongside the benefits of being employed by Royal Devon University Healthcare NHS Foundation Trust (RDUH), you will be a key member of the Hospice management team. The role is also supported by the regional network of Palliative Medicine Consultants, such as those based at Royal Devon and Exeter Hospital as well as more locally the Palliative Medicine Consultant based at North Devon District Hospital (NDDH).

Through the passion of over 180 staff and over 500 volunteers, North Devon Hospice provides outstanding care for nearly 3,000 people. Whether in our bedded unit in Barnstaple, through one of 4,900 visits carried out by our community nurse specialists, one of 6,406 hours spent with patients in their home by our Hospice to Home team or as one of the 300 people cared for at our outreach centre in Holsworthy, we believe, very simply, that the patient comes first.

You will play a key role in development of an integrated Palliative Care Service for North Devon and support the health community to deliver the End of Life Strategy. The post holder will work closely with the Consultant in Palliative Medicine based at NDDH and the Consultants will provide cross-cover. Job plans of the Consultants are structured to ensure that both Consultants have the opportunity to practise clinically across all care settings. In addition, an essential part of this role is involvement in a wide range of educational initiatives to enhance the care delivered by health and social care professionals across all sectors.

North Devon Hospice is about to embark on a new 5 year strategy that you would have a key role in helping develop. If you would enjoy working in a truly integrated care model across the hospice, hospital and in the community as well as delivering education to our healthcare partners then please do get in touch. We believe in "being there for all the family", would you like to "be there" too?

**Best Wishes,**



**Stephen Roberts, CEO, North Devon Hospice**

# North Devon Hospice

## Catchment Area

Supporting the local North Devon population of 168,000 people, North Devon Hospice's aim is to provide the highest possible quality end of life care and support to patients and their loved ones in any setting across the 800sq.miles of North Devon.

We provide specialist care to over 3,000 patients and their families each year who are facing life-limiting illnesses from across North Devon. We respond to all clinical referrals within 24 hours.

Most of our patients are cared for in the comfort of their own homes through both our Clinical Nurse Specialists and Hospice to Home team.



**Clinical Nurse Specialists (CNS):** A team of 12 who provide specialist palliative care community nursing for adult patients, who have a progressive terminal illness both cancer and non-cancer or are on the Gold Standards Framework Register and would benefit from symptom management, psychological assistance and holistic care with emotional and spiritual needs.

Last year the team looked after over 1,568 patients and carers made nearly 5,000 visits covering over 50,000 miles in the process. The team work in hours, Monday to Friday.

**Hospice to Home Service:** The team of multi-skilled healthcare assistants and community palliative care nurses provide hands on end of life care in the patient's own home to enable them to stay at home if this is their preference. The support provided can be a short-term intervention to help prevent a crisis from escalating or to avoid an acute admission. The service is available to patients who are identified as being in the last 3 months of life and is provided around the clock.

The team looked after nearly 400 people in their own home last year and directly contributed to over 250 avoided hospital admissions.

**Bedded Unit:** We provide specialist palliative inpatient care for adults with complex problems associated with advanced progressive illnesses. This support is available to patients who have complex end of life care needs and require treatment for pain management or other distressing symptoms.

We give this care 24-hours a day, 365 days a year, however it is not a long stay unit. Care is provided through a seven single rooms bedded unit which has recently benefited from a complete

refurbishment. We have a high nurse to patient ratio, allowing us the opportunity to give dedicated support to patients with a variety of symptoms associated with a life-limiting illness.

Around 60% of our patients are discharged after a short stay with us, with the unit looking after approximately 170 patients per annum.

**Supportive Care:** We provide a range of supportive care services to patients; and pre- and post-bereavement support to carers and family members, including children. Supportive Care services can be accessed at our main hospice site at Deer Park in Barnstaple or our outreach centre, The Long House, in Holsworthy. Last year over 1,200 people accessed this support.

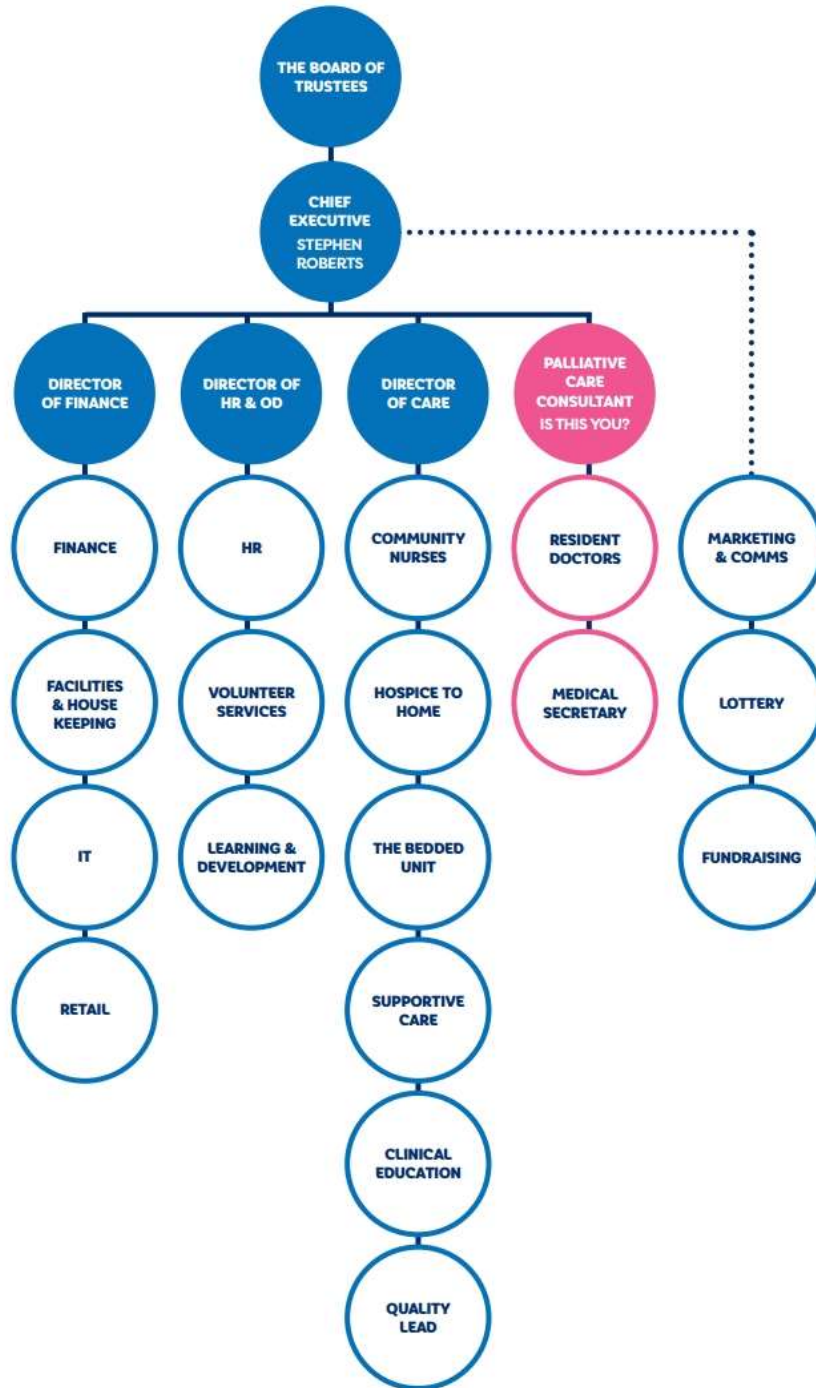
**Education:** Our Education team supports our own clinical staff with training needs as well as other healthcare professionals, GPs and healthcare students across North Devon. They help to develop skills and confidence in working with people facing life-limiting illnesses.

## Ambitions for our Care & Education

People are at the heart of every single thing we do. We want to ensure our care effectively meets the needs of our patients and their families both now and in the future. We want to:

- Focus our Hospice to Home on “rapid response” care to support patients in a crisis.
- Increase supportive care into the community through use of social care/worker volunteers
- Provide Rehabilitative Palliative Care through increased use of Allied Healthcare Professionals ensuring that our patients are able to achieve what is important to them
- Increase services provided on the bedded unit to reduce the need for hospital admissions
- Ensure our care reflects the needs of and is accessible to all communities across North Devon
- Pro-actively engage with our beneficiaries to ensure involvement in the development of responsive care
- Using Public Health data, ensure our care remains responsive to the changing needs of our patients

# Organisation Chart



## North Devon Hospice Senior Management Team

### Chief Executive, Stephen Roberts

Stephen, our Chief Executive, has overall accountability to the Board of Trustees and for all hospice operations. Stephen has worked with North Devon Hospice for over 11 years. Stephen also holds responsibility for our Lottery, Fundraising, and Marketing and Communications teams. Following a 15 year career in the City of London, he has extensive commercial/corporate and strategic risk management experience gained at Marsh & McLennan. Stephen is also on the board of Hospice UK.

### Director of Finance, Samantha Husband

Samantha Husband has responsibility for Finance, IT, Facilities and Retail. Samantha has worked at the hospice for over 18 years and, prior to this, gained extensive experience in the private sector.

### Director of Human Resources and Organisational Development, Cate Oliver

Cate Oliver joined us in September 2017 having held senior directorial and consultancy positions in the NHS, Private and Public sector. A top priority we are working on at the moment is rolling out a tangible staff wellbeing programme, leadership and management development, staff competencies and a new reward and recognition programme.

### Director of Care, Jo Dedes

Jo Dedes joined us in August 2019 having previously been the Director of Care at St. Luke's Hospice in Harrow & Brent, London. Jo has had a very successful career in palliative care including roles in acute trusts, commissioning and indeed started out life as a community CNS in palliative care. Jo is responsible for all aspects of care, leading our Bedded Unit, Community Nurse Specialists, Hospice to Home, Clinical Education and Supportive Care teams.

### Palliative Care Consultant, **Is this you?**

***“Somewhere in the sky there is a “Star” it radiates a haven of serenity, kindness, dignity, love, caring, assurance and peace. On this earth there is a mirror image of that star it is called “North Devon Hospice”.***

**A patient's family member**

# About North Devon District Hospital



RDUH is a newly formed Trust with a vast geographical footprint, serving a population of over 615,000 people and covering more than 2,000 square miles across Devon. This makes us one of the largest providers of integrated health care in the UK, and the biggest employer in Devon with a workforce of over 15,000 staff. The trust is a clinically-led, digitally-enabled teaching organisation with a state-of-the-art Electronic Patient Record (EPIC) supporting the provision of innovative care across two acute and twenty community sites.

April 2022 saw the official merger of the former Royal Devon and Exeter NHS Foundation Trust with the former Northern Devon Healthcare NHS Trust. This followed several years of close collaboration between those two trusts at organisational and operational levels, e.g. having some Executives working in both organisations.

Services of the legacy trusts are now referred to as Eastern Services and Northern Services of RDUH. The two acute hospital sites are the Royal Devon and Exeter Hospital in Exeter and North Devon District Hospital (NDDH) in Barnstaple.

The trust has recently restructured and there are five integrated care groups which span Eastern and Northern Services: Medicine, Surgery, Clinical Specialist Services, Women's and Children's Health

and the Community care group. Palliative Medicine services sit within the Community care group but are closely linked with colleagues across many other teams.

The Trust delivers acute and community services across North Devon, including the more urban areas of Barnstaple and Bideford and a more rural population throughout the region. The Trust also cares for patients from neighbouring areas in Cornwall and Somerset and there is a significant increase in activity in the summer months, as visitors to the area access emergency services.

NDDH provides a full range of acute services and integrated health and social care services in Northern Devon, with 3,000 staff serving a population of 165,000. It is expected that the population will rise to 186,000 by 2030.

### Acute hospital facilities

- NDDH has approximately 250 inpatient beds, including intensive care and cardiac care facilities.
- The Seamoor Unit is a purpose-built Oncology outpatient centre, with clinic rooms and a chemotherapy suite. It is also home to the Acute Oncology Service. Consultant Oncologists are based at Exeter Oncology Centre, but see outpatients and inpatients at NDDH.
- Cancer MDT meetings are held at NDDH, with video-links to tertiary centres in Exeter and Plymouth.
- The Trust has a successful charity, Royal Devon Hospitals Charity, whose predecessor 'Over and Above' raised funds to build a Cancer and Wellbeing Centre on-site for patients with a cancer diagnosis and other illnesses, and their families.
- The Radiology Department has a CT scanner, MRI scanner and DEXA scanner, as well as providing a full range of x-ray and ultrasound.
- The cardio-respiratory department provides physiological measurements including pulmonary function tests, exercise testing and echocardiography. EEG, vascular and carotid ultrasound, and nerve conduction studies are also performed locally.
- There are nine operating theatres and an accredited endoscopy suite with plans for further development.
- We have a rolling programme to update our wards, with recent refurbishments including our combined acute stroke and stroke rehabilitation unit, physiotherapy outpatients and our Medical Assessment Unit.
- Our emergency department has just undergone a major refurbishment to introduce a primary care screening service, following a £1m investment from the Department of Health.
- Last year saw the start of a Virtual Ward delivering 'Acute Hospital at Home,' which provides exciting opportunities for supporting end of life care in the community.
- RDUH has recently been awarded £1.4m to build a state-of-the-art clinical research facility in North Devon, and is one of only 30 NHS Trusts to have received this funding award.
- The Trust's 'Our Future Hospital Programme' is working to modernise NDDH to meet the healthcare needs of the local population for years to come. It is a once-in-a-generation opportunity to upgrade the current estate and will deliver modern, integrated care for patients and improved working facilities for staff, with high-quality urgent and emergency care in specialist facilities.

We also opened one of the first purpose-built dementia wards at an acute hospital in the UK, Fortescue Ward, which is full of features to help patients feel at home, remain independent and



reduce confusion. Caring with compassion is one of our key values. We have an Admiral Nurse for dementia, and support open visiting for carers in line with John's Campaign.

Lundy Ward won an award for its 'Snug' single room. The Snug was created to give patients and their carers/families a more private, welcoming and dignified space when it is most needed – such as when patients are nearing the end of life; or patients with dementia or learning disability are admitted. This project is now being rolled out to other wards, which we hope will make a big difference to the experiences of patients receiving palliative and end of life care.

Mental health services, including Liaison Psychiatry, are provided by Devon Partnership NHS Trust. Local inpatient mental health services are based primarily on the NDDH site.

## **Academic facilities**

The Medical Education Centre on the North Devon District Hospital site is independently funded by the 'Peninsula Postgraduate Medical Education' Deanery, and its primary purpose is the provision of facilities, equipment and financial support to enable a wide range of medical professionals to continue their education and training.

There is a 70-seat lecture theatre, a clinical skills centre and several classrooms. There is a well-established clinical simulation suite run by an enthusiastic team. This offers a facility for multi-professional training, including trauma team training. Dual-flat screen video-conference facilities linked to other units in the region are available for clinical meetings, including regional MDTs, as well as training events.

The comprehensive healthcare library is accessible to registered users 24 hours a day. The library is staffed between 8.30 and 17.00 Monday to Friday. Services include book and journal loan, interlibrary loans, PC access, literature-searching, information skills training, printing and photocopying. Local, regional and national electronic library resources are made available across the Trust and for staff to access from home.

## **Medical school links**

The Trust hosts most clinical placements of the University of Exeter Medical School. Student numbers continue to rise year on year and there are many opportunities for involvement with teaching programmes.

Specifically, since 2022, NDDH has hosted Year 4 medical students undertaking 2-week long Palliative and End of Life Care placements, in collaboration with North Devon Hospice and Hospiscare in Exeter.

## **NDDH Specialist Palliative & End of Life Care Team**

You will play a key role in this truly integrated care team!

The team comprises the following individuals currently:

Service Lead (and Associate Director of Nursing):                      Emma Bagwell

Consultant in Palliative Medicine, based at NDDH	Hasib Choudhury (0.6 WTE)
Consultant in Palliative Medicine, based at Hospice:	You!
Lead Nurse for Specialist Palliative & End of Life Care:	Keely Dempsey (1 WTE)
Specialist Palliative Care Clinical Nurse Specialists:	Naomi Beard (0.8 WTE)
	Juliette Jenkins (1 WTE)
	Catherine Cowland (0.6 WTE)
Administrator:	Alice Muskett (0.6 WTE)

We work closely with North Devon Hospice to tailor care to the needs of the patient, e.g. to arrange outpatient assessment at the Hospice, at home, or onward referral to other Hospice services. We work in an advisory/liaison capacity, providing advice to the clinical teams caring for hospital inpatients when asked by that team to do so. We do not take over the care of patients, but strive to work collaboratively alongside multi-disciplinary teams and colleagues.

The team operates Monday to Friday, from 08:30 to 17:00. Outside of these hours, hospital colleagues can contact North Devon Hospice for telephone advice.

You will be expected to provide on-site clinical support to the team on days when Dr Choudhury does not work, and to provide cover when he is on leave.

You will be a core member of the team's weekly Specialist Palliative Care MDT meeting.

You will also be welcome to attend and contribute to the following Trust meetings/groups:

- Grand Round for Department of Medicine (weekly)
- Physicians' Meeting
- Governance meetings of Department of Medicine and some Cancer teams, e.g. Acute Oncology
- Specialty Governance Group for Specialist Palliative and End of Life Care (monthly)
- Mortality Review Group

You will also represent Palliative Medicine, from both Hospice and Trust perspectives at locality and regional level, e.g.:

- Northern Devon Locality Accountable Clinical Group for End of Life Care (and its sub-groups, e.g. for Advanced Care Planning)
- South West Palliative Medicine Consultants Network meetings (twice a year)
- South West Palliative and End of Life Care Network and its affiliated regional journal club

You will also have ample opportunity to become involved in-service development, education and training, and to develop other interests both specific to Palliative Care, or in wider arenas within the Trust.

[Details of other teams and organisations with whom the post holder may collaborate closely](#)

**Royal Devon and Exeter Hospital (RD&E) Specialist Palliative Care Team** - Our NDDH team works closely with their Eastern-based colleagues. As part of the Trust integration, operational and clinical governance practices have been aligned, and Speciality Governance and Performance meetings encompass both Northern and Eastern services. The RD&E Team has a Lead CNS, supported by a newly-appointed Palliative Medicine Consultant (Dr Helen Lock), Nurse Consultant,

and Consultants in Palliative Medicine from Hospiscare (see below). The CNS team currently see hospital inpatients face-to-face 7 days a week.

**Enhanced Supportive Care (ESC) Team, Eastern Services** - This is a team of healthcare professionals who support patients with palliative care needs in an outpatient setting. ESC provides a positive and individualised approach for patients who are living with cancer. The team accepts referrals to see Oncology patients who are receiving anti-cancer treatment with palliative intent. The team comprises: Consultant in Palliative Medicine (Dr Niranjali Vijeratnam); Lead CNS; Physiotherapist; Occupational therapist; Dietitian; and Team administrator.

**Advanced Liver Disease MDT** – Monthly meetings are led by Hepatology, also attended by Community CNS from Hospiscare and North Devon Hospice; Consultant in Palliative Medicine for Northern Services; and Consultant in Palliative Medicine who delivers a monthly Supportive Care Clinic for the Hepatology Department (Dr Amelia Stockley).

The Trust remains keen to enhance provision of Palliative Care to people living with non-malignant progressive diseases. A Palliative Medicine Clinic has been established for those with Interstitial Lung Disease, and there is a CNS specialising in supportive care for end-stage renal disease. The Acute Medicine team in the East are in the process of developing Supportive Care services for patients living with significant chronic illness and multimorbidity.

**Hospiscare** - Hospiscare is an independent charity that provides full multi-professional specialist palliative care services for all the populations of Mid Devon, East Devon and Exeter primary care networks, a population of around 380,000. This coincides with the catchment area of the Royal Devon's Eastern Services. Hospiscare's 8 Bedded inpatient unit and main hub, Searle House, is situated on a site adjacent to RD&E Hospital (Wonford), which enhances cross-organisational collaborative working for both parties. The organisation currently has 3 Consultants in Palliative Medicine, all of whom provide input to the RD&E Hospital team.



***North Devon Hospice's The Long House Outreach centre in Holsworthy***

# Job Description

**Job title** Consultant in Palliative Medicine

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## Reporting to

1. Chief Executive, North Devon Hospice (In the first instance)
2. Chief Medical Officer of Royal Devon
3. Responsible Officer is the Medical Director for Northern Services of Royal Devon, reporting to the Chief Medical Officer
4. Trust Line Manager is Care Group General Manager, Ned Brown

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**Programmed Activities** 8 Programmed Activities (PAs) (5.75 Direct Clinical Care, 2.25 Supporting Professional Activities) This is an indicative programme and the actual SPA allocation will be subject to review as part of annual job planning, and dependent on responsibilities and service developments, etc.

On-Call: Category B, 2<sup>nd</sup> On-call to Hospice Specialty Doctors

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**Location:** Main base will be North Devon Hospice, Barnstaple but in addition NDDH and in the community

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## Key responsibilities

1. Palliative Medicine Consultant serving North Devon Hospice including community team and 7 Bedded Unit
2. Palliative Medicine Consultant support and input to NDDH Specialist Palliative & End of Life Care Team including cover for planned absences of consultant colleague

## Other responsibilities

1. Chair weekly Specialist Palliative Care MDT meetings (in rotation with other Clinical Leads)
2. Facilitator of complex case review meetings and education meetings for Clinical Nurse Specialists
3. Facilitator of reflective learning sessions for Hospice teams.
4. Attendance at the quarterly Care Quality Working Group meetings
5. Member of Northern Locality Accountable Care Group for End of life Care
6. Member of Trust's Specialty Governance Group for Specialist Palliative & End of Life Care

## Hospital Role

There is a part-time Palliative Medicine Consultant based at NDDH (6 PA). Their job plan has been designed in conjunction to this role's job plan to ensure effective coverage across all sites at all times. When a consultant is not on-site, either hospice or hospital medical staff can contact the Consultant for advice by telephone in working hours (or attendance to either site by exception, as required).

The postholder will attend NDDH's weekly Specialist Palliative Care MDT meeting. They will also have opportunity to attend site-specific Cancer MDT meetings and other hospital meetings according to their areas of interest, as outlined earlier.

### **Out-of-Hours duties**

Consultants will provide second on-call cover to North Devon Hospice. Its out-of-hours rota of first on-call doctors comprises experienced regular and bank Speciality Doctors who perform ward rounds on weekends and public holidays.

The Consultant on-call will be non-residential, and predominantly expected to give telephone advice only. Only in exceptional circumstances would they be expected to attend the Hospice in person.

Due to the number of PAs and the fact that there is no weekend working, time off in-lieu will not routinely be provided. On-call commitments will be remunerated in accordance with banding in NHS consultant contract.

Once the total number of Consultants working across North, Mid- and East Devon increases, then we hope to strive towards our long-term vision: a rota with on-call frequency of 1 in 4 weeks or less frequent, delivered collaboratively by RDUH Consultants (including this post), and Hospiscare.

### **Management and Leadership**

1. Contribute to the strategic shaping of North Devon Hospice, ensuring that hospice services develop and integrate with existing and future provision of palliative care.
2. Work with One Devon Integrated Care Board and other healthcare professionals to build on the existing relationships across all areas of palliative medicine to best position North Devon Hospice.
3. Develop a holistic and integrated palliative medicine service across North Devon that challenges the boundaries and perceptions of palliative care.
4. Act in a manner at all times to safeguard the interests of individual patients/clients and their families and justify public trust and confidence in North Devon Hospice.
5. Attend meetings of the Board of Trustees of North Devon Hospice and sub-committees as and when required to report and recommend to Trustees on issues relating to the effective delivery of care services and educational activities.
6. Represent the hospice by participating in planning and service development with senior managers in NHS Devon, NDDH and other organisations as required.
7. Provide line management to the medical team at North Devon Hospice covering the 7 Bedded Unit and a Medical Secretary.

### **Professional and Patient Care**

1. To ensure the provision of outstanding clinical care.
2. Work with the Director of Care to ensure compliance with all aspects of North Devon Hospice's registration requirements with the Care Quality Commission. Providing close liaison with the Care Quality Commission, the Chief Executive, Corporate Governance Committee and the Board of Trustees.
3. In consultation with the Director of Care develop and implement new policies and procedures as required by the Care Quality Commission, or to meet operational need, as appropriate.

4. As a member of the multidisciplinary team promote and demonstrate a culture of continuous improvement to ensure that the highest standards of patient care are maintained.
5. Develop and lead the hospice so that it can demonstrate and evidence the quality and equity of service provision, thereby identifying and addressing gaps in service provision.
6. Ensure compliance with Health and Safety at Work Act requirements for care staff, patients and visitors both at North Devon Hospice and at North Devon District Hospital.
7. Active member of the Care Quality Working Group at North Devon Hospice.
8. As a member of the South West Palliative Medicine Consultant Network, participate in regular meetings with this peer group.

## Clinical Education

1. Support the Director of Care in determining a future education provision strategy for the hospice.
2. Support the Clinical Educator in delivering a dynamic and forward-thinking education programme across North Devon and across the Peninsula.
3. In conjunction with the Clinical Educator, participate in the organisation and delivery of education programmes for hospice staff and external stakeholders.
4. Participate in teaching other groups outside the Hospice as appropriate, including healthcare professionals of various disciplines at NDDH.
5. For candidates interested in Medical Education, both at undergraduate and postgraduate level, the Trust offers ample opportunity to satisfy such interests. As mentioned earlier, the NDDH team routinely hosts medical student placements. At postgraduate level, there are opportunities to deliver teaching, and to assume roles such as Educational or Clinical Supervisor to postgraduate doctors.

## Supporting professional activities

You will be expected to participate in a variety of professional activities (SPA) to support your personal clinical practice and the overall work of the department and Trust. This includes, but is not limited to:

1. Appraisal, job planning and revalidation.
2. Personal and professional development, including service development and your own CPD.
3. Professional administration, including related correspondence.
4. Governance and quality improvement activities including active participation in medical audits.

The Trust has other opportunities arising periodically for those looking to take on additional roles, such as becoming a Trust appraiser or taking on a leadership position.

**This job description is intended to provide an outline of the duties and responsibilities of this post and may change periodically following discussions between the Chief Executive, Trust Line Manager and the post-holder.**



# Provisional Job Plan

A provisional outline job plan is below but is subject to modification. The individual job plan and detailed timetable will be discussed with the successful candidate. Special interests will be accommodated unless this is incompatible with service requirements.

## Provisional Timetable

	Morning 9-1	Afternoon 1-5	DCC	SPA
<b>Monday</b>	Bedded Unit Ward Round (Up to 7 inpatients) 9-1 (1PA)	NDDH clinical support 1-3 (0.5PA) SPA 3-5 (0.5PA)	1.5	0.5
<b>Tuesday</b>	Hospice MDT 9-12 (0.75PA)  Team education/admin 12-1 (0.25 SPA)	Community Team (Up to 3 slots for outpatients or home visits) 1-5 (1PA)	1.75	0.25
<b>Wednesday</b>	Non-working day	Non-working day		
<b>Thursday</b>	Hospice clinical support (Bedded Unit and/or Community Team) 9-1 (1PA)	NDDH MDT meeting 2-3 (0.25PA)  SPA – including administration and weekly meeting with Consultant colleague 1-2; then 3-5 (0.75PA)	1.25	0.75
<b>Friday</b>	NDDH (Clinical Support usually seeing up to 4 patients with CNS) 9-1 (1PA)	SPA 1-4 (0.75 SPA) – to include flexible 2hrs/0.5 SPA for Senior Management Team activity  Clinical troubleshooting 4-5 (0.25PA)	1.25	0.75
<b>Total sessions</b>			<b>5.75</b>	<b>2.25</b>

**Position of Consultants Unable for Personal Reasons To Work Full-Time:** Any Consultant who is unable for personal reasons to work full-time will be eligible to be considered for the post. Both the Hospice and the Trust are committed to flexible working arrangements including job-sharing. Such arrangements will be discussed with any shortlisted candidate on an individual basis.



# Person Specification

<b>Qualifications and Training</b>	Essential or Desirable
Primary Medical Qualification (MBBS or equivalent)	E
Full GMC registration and licence to practise	E
Membership of MRCP (UK) or equivalent	E
Eligible to work in the UK	E
Entry on the GMC Specialist Register in Palliative Medicine via one of the following: a. Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview) b. Certificate of Eligibility for Specialist Registration (CESR)	E
<b>Clinical Experience</b>	
Be able to provide complete details of employment history	E
Career progression consistent with personal circumstances	E
Experience in Palliative Medicine	E
Experience of working in the hospice sector	E
Ability to take full and independent responsibility for clinical diagnosis and patient care.	E
Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge	E
Able to prioritise clinical need	E
Demonstrates awareness of breadth of clinical issues	E
Further sub-speciality experience (e.g. Fellowship post)	D
<b>Non-Clinical skills</b>	
Enthusiasm for teaching and training	E
Demonstrates clear understanding of quality improvement and clinical governance within healthcare settings	E
Demonstrates willingness to implement evidence-based practice	E
Evidence of effective personal contributions to clinical audit, governance and risk reduction	E
Understanding of the principles of scientific method and interpretation of medical literature	E
Demonstrates a critical and enquiring approach to knowledge acquisition	E
Good spoken and written English language skills	E
Communicates effectively with patients, relatives, colleagues, nurses, and allied health professionals	E
Evidence of ability to work with multi-professional teams and to establish good professional relationships	E
Information technology skills	E
Caring attitude to patients	E
Defined educational roles or qualifications	D
Experience of change management	D
Evidence of contribution to Departmental/Trust/Regional teaching programmes	E



# Terms & Conditions

The employer is Royal Devon University Healthcare NHS Foundation Trust, although as a staff member of North Devon Hospice you will also gain our staff benefits as well. As such we recognise that to be happy in life you need to feel supported, content, motivated, passionate and have fun in the work you do. So with that in mind, we provide an extensive wellbeing programme which includes meditation sessions, mindfulness courses, staff away days, a free 24hr employee assistance programme and a health cash plan. The appointee will participate in the Trust's appraisal and revalidation process as well as having a quarterly review carried out by the Hospice Chief Executive. The post holder is accountable to the Trust's Responsible Officer for revalidation purposes. The post holder is required to have full registration with a licence to practice with the General Medical Council and to ensure that such registration is maintained for the duration of the appointment.

Appointment is to the NHS Consultant Contract (2003) under the current Terms Conditions of Service for Hospital Medical and Dental Staff (England and Wales) and the Conditions of Service determined by the General Whitley Council for the Health Services (Great Britain). These are nationally agreed and may be amended or modified from time to time by either national agreement or local negotiation with the BMA local negotiating committee.

**Salary** £105,504 to £139,882 per annum pro rata

**Leave** As described in Schedule 18 of the Terms and Conditions of Service: Consultant (England) 2003.

Study leave entitlement is 33 days pro rata over a fixed three year period.

Locum cover for leave will not normally be provided. It is expected that you will co-ordinate leave with your palliative care consultant colleague based at NDDH.

**Domicile** Consultants are expected to reside within a reasonable distance of North Devon. Exceptions must be agreed with the Chief Executive. **Relocation Package: A £5k relocation package may be considered if relocation is necessary to meet these requirements.**

**Mentoring** New consultants will have access to mentoring and are encouraged to take advantage of this facility. This will be arranged following discussion and mutual agreement between the individual and their Line Manager in Royal Devon.

**Research & Audit** Audit is supported by the Clinical Audit and Effectiveness department and we encourage all levels of staff to undertake quality improvement projects.

**Location** Deer Park, Barnstaple, EX32 0HU but expected to work in the community across North Devon and at North Devon District Hospital. On days when travelling between hospital and hospice the journey time is typically 12 mins by car.



***Deer Park, Barnstaple, home to North Devon Hospice***

# Why North Devon?



**The Beaches:** Croyde, Saunton Sands, Putsborough and Westward Ho! whether surfing, dog walking or just sitting! North Devon is blessed with some of the largest and unspoilt beaches in the UK. This includes Woolacombe which was voted as one of the best beaches in the world.



**The Food:** From Michelin star restaurants, cosy country pubs or contemporary cocktail bars, North Devon makes full use of its plethora of local produce to meet the needs of any foodie!



**The Walks:** Devon's outdoor lifestyle is its biggest draw. This natural playground is unsurpassed with over a third of the county designated as Areas of Outstanding Natural Beauty. There are over 5,000 km of footpaths and 250km of off-road cycle paths to explore, not to mention endless opportunities to surf along the vast stretch of Atlantic coastline.



**Family Life:** Outstanding Ofsted-rated primary schools, high-ranking secondaries and proximity to two leading universities are some of the biggest draws to Devon, making this a desired destination for families. Whether you have young children or teenagers in tow, the sheer quality of education and extra-curricular activities available are guaranteed to impress

# How To Apply

Please apply online via the Royal Devon Careers Gateway Recruitment System.

<https://careers.royaldevon.nhs.uk/members/>

Both the Hospice and Trust actively welcome informal enquiries and visits from interested applicants. Below is a list of individuals whom you may wish to contact for more information.

Stephen Roberts, Chief Executive, North Devon Hospice

Secretary: 01271 347 239

Email: [stephenroberts@northdevonhospice.org.uk](mailto:stephenroberts@northdevonhospice.org.uk)

Dr Hasib Choudhury, Consultant in Palliative Medicine, North Devon District Hospital

Team Office: 01271 311 642

Email: [h.choudhury@nhs.net](mailto:h.choudhury@nhs.net)

Jo Dedes, Director of Care, North Devon Hospice

Secretary: 01271 347 239

Email: [jodedes@northdevonhospice.org.uk](mailto:jodedes@northdevonhospice.org.uk)

Dr Lynsey Webb, Deputy Medical Director, Community Care Group, RDUH

Secretary (Sarah Sene): 07483 406558

Email: [lynsey.webb@nhs.net](mailto:lynsey.webb@nhs.net)

Ned Brown, General Manager – Unplanned Services, Community Care Group, RDUH

Secretary (Lisa Deighton): 07483165994

Email: [ned.brown@nhs.net](mailto:ned.brown@nhs.net)

For further exciting information about living and working in North Devon, please visit either

<https://www.royaldevon.nhs.uk/careers/or> <https://www.northdevonhospice.org.uk/jobs-volunteering/>