

Job Description – *PENDING ROYAL COLLEGE APPROVAL*

Role Title: Consultant in Palliative Medicine

Grade: Consultant

Contract: Substantive

Department: Palliative Medicine

Clinical Group: Medicine

Reports to: Clinical Lead: Dr Jon Tomas, Consultant in Palliative Medicine

Responsible to: Clinical Director: Dr Nicola Burch, Consultant Gastroenterologist

Accountable to: Chief Medical Officer: Mr Jonathan Young

Location: University Hospitals Coventry and Warwickshire

Number of PAs: 8

Our Vision, Values and Behaviours

At University Hospitals Coventry and Warwickshire (UHCW) NHS Trust our vision is to be a national and international leader in healthcare, rooted in our communities. Our Organisational Strategy *More than a Hospital* (2022-2030) was shaped by the views of our staff, patients and stakeholders and sets a clear plan for improvements in healthcare.

We aim to deliver the best care for our communities, being exceptional in everything we do. We do this by providing proactive, joined up support for local people and we deliver specialised services for those with the most complex health conditions. We set out to create the best experiences for our staff and work positively in partnership with other organisations to achieve the best healthcare outcomes.

Our vision and purpose are underpinned by a clear set of values that reflect the culture we want to create: *Compassion, Openness, Pride, Partnership, Improve, Learn and Respect*. Developed by our staff, our seven values guide what we do daily. Whatever our role or level, we commit to uphold these values as we work together to deliver world class care.



As an employee of our Trust you will be accountable for upholding the Trust's values and be responsible for your own attitude and behaviour.

As part of our commitment to patients and delivery of a world class service for all we have created the UHCW Improvement (UHCWi) System in partnership with the Virginia Mason Institute in Seattle; this involves a structured approach to removing waste and putting the patient first using a lean management system and methodologies. Our culture and ways of working reflect and embed the practices and methodologies of UHCWi. You are expected, where identified, to attend and complete relevant training and development opportunities to support this. This may include Lean for Leaders, Advanced Lean Training, and the Human Factors Programme, amongst others. Full attendance and completion of identified courses is considered essential and a prerequisite for this post.

Net Zero and Sustainability

UHCW NHS Trust, by virtue of its Green Plan, is committed to ensuring that the way we provide services minimises the impact on the environment and the future health of the public e.g. zero waste to landfill, reducing our carbon footprint and increasing our recycling and reuse percentages.

Job Summary

We are seeking to appoint an enthusiastic Palliative Medicine Consultant to join our dynamic team of Palliative Medicine Hospitalists. This post presents an exciting opportunity to become part of an influential and vital department practicing from a state-of-the-art university hospital.

This post is designed to recruit a substantive consultant who will join the multidisciplinary Specialist Palliative Care Team based at University Hospital in Coventry. The team has blossomed in recent years and we look forward to expanding our horizons even further with this addition. In addition to providing a full range of clinical skills in palliative medicine, the post holder will be encouraged to play a central role in ongoing service development, particularly with respect to front-door services, non-malignant specialties, and education.

In addition to helping deliver specialist palliative care services locally, it is planned that the new consultant will work to improve the regional delivery of Palliative and End of Life Care (PEoLC). UHCW works in close collaboration with the other local specialist palliative care teams in Coventry and Warwickshire as well as surrounding areas. This post will help develop working relationships between local providers of specialist PEoLC and support ongoing quality improvement initiatives, including in education, training, and research.

The successful appointee will join the existing medical team in delivery of high-quality inpatient care provision. There is also the opportunity to develop outpatient services depending on the candidate's interest and experience. The Trust operates across two sites, University Hospital Coventry and the Hospital of St Cross in Rugby. Whilst the post holder will be primarily based at the former, they are expected to work across both sites.

The role is supported by a lead nurse and a dedicated CNS team as well as a Palliative Care Pharmacist. Whilst UHCW also supports a separate community palliative care team for the population of Coventry, this post is a hospital-based one.

Background to the Trust

UHCW is a 1,200 bedded University Teaching Hospital linked to Warwick Medical School (University of Warwick) and comprises University Hospital Coventry and the Hospital of St Cross in Rugby. In addition to being the sole Cancer Centre within the Arden Network, UHCW also delivers the following regional specialties: Cardiothoracic Surgery, Renal Dialysis/Transplantation, Haematology, Neurosurgery, and specialist cancer surgery for Urology, Gynecology, Hepatopancreatobiliary, Upper GI, and Head & Neck malignancies. UHCW is also a Level 1 Trauma Centre.

NHS Coventry and Warwickshire Integrated Care Board is responsible for commissioning health and care services in Coventry and Warwickshire, a population of approximately 900, 000 people.

UHCW is organised into a Group Management Structure, with many responsibilities for management and budget devolved to the Group Management Team. Palliative Medicine is part of the Medicine Group and Consultant Palliative Medicine Physicians are managed within this group by a Clinical Lead reporting to the Group Clinical Director. The Specialist Palliative Care Team itself, in addition to the Clinical Lead, is led by a Lead Nurse and the Deputy Group Director of Operations.

Clinical Director of Medicine Group	Dr Nicola Burch (Consultant Gastroenterologist)
Clinical Lead for Palliative Medicine	Dr Jon Tomas (Consultant in Palliative Medicine)
Lead Nurse for Palliative Medicine	Sharon Hudson
Deputy Group Director of Operations	Andrew Szuszman

UHCW Hospital Palliative Care Team

The UHCW Hospital Palliative Care Team is based at University Hospital Coventry and consists of three consultants (including this post), a lead nurse, a CNS team of Band 6 and 7 nurses, an admin officer, and a Palliative Care Pharmacist.

Dr Jon Tomas	Consultant and Clinical Lead for Hospital Palliative Medicine
This Post	Consultant in Hospital Palliative Medicine
Dr Hazel Coop	Consultant and Clinical Lead for Community Palliative Care
Dr Emma Kirk	Specialty Doctor in Palliative Medicine
Dr Helen Patten	Specialty Doctor in Palliative Medicine
Sharon Hudson	Lead Nurse for Hospital Palliative Care
Sandra Beckles	Band 7 Clinical Nurse Specialist
Ann Corbett	Band 7 Clinical Nurse Specialist
Louise McErlean	Band 7 Clinical Nurse Specialist
Jennifer Naysmith	Band 7 Clinical Nurse Specialist
Laura Neville	Band 7 Clinical Nurse Specialist
Cara Strong	Band 7 Clinical Nurse Specialist
Sally Bradshaw	Band 6 Clinical Nurse Specialist
Leanne Robinson	Band 6 Clinical Nurse Specialist
Kerrie Ryder	Band 6 Clinical Nurse Specialist
Abiebatou Jallow	Senior Admin Officer
Virginia Simkin	Specialist Palliative Care Pharmacist

The team is further supported, on a rotational basis, by a Specialty Trainee in Palliative Medicine and usually two Foundation Year One doctors. In turn, the medical team also supports many clinical attachments throughout the year. These are often resident doctors seeking to acquire exposure to, or experience in, Palliative Medicine out of professional interest or to satisfy competency requirements.

The Hospital Palliative Care Team offers specialist care throughout both hospitals, addressing the physical, psychological, social, and spiritual needs of patients, families, and carers. We have strong links with the Trust's Chaplaincy Services, particularly through our link Chaplain, Parmjit Kaur Sandhu. Around 2,400 inpatients are seen each year by the team. Over half of referrals are for patients with non-malignant disease. The team currently operates Monday to Friday, from 0830 to 1630, but there are plans to expand to a seven-day service.

At present, UHCW Palliative Medicine Consultants do not have admitting privileges. Hence, our service is purely a consultative one. The team works closely with a myriad of Trust personnel and services, including: medical, nursing and AHP ward staff; site-specific, multidisciplinary Oncology teams, cancer clinical nurse specialists; non-cancer, disease-specific clinical nurse specialists (e.g. heart failure, chronic obstructive pulmonary disease, interstitial lung disease, renal, Parkinson's disease, and dementia); hospice teams, community palliative care teams, and primary care professionals.

Whilst much of the team's day-to-day work is derived from named patient referrals, in recent years the team has helped launched a number of supportive care initiatives including Palliative Heart Failure Clinic, Supportive Breast Cancer Care Clinic, ITU Long-Stay Ward Round, Supportive Renal

Care MDT meeting, Homelessness MDT meeting, and Cancer of Unknown Primary MDT Meeting. The team has an additional active role in a monthly Coventry MND Meeting and clinic, led collaboratively by Consultants in Palliative Medicine, Neurology, and Respiratory Medicine. It is expected that the successful candidate will not only support these enterprises but contribute to the development of new ones.

Regular monthly whole team meetings are held to address management and departmental-wide issues. These usually follow the weekly team MDT meeting, where the week's most challenging cases are showcased and discussed. It is not uncommon for medical students and resident doctors to attend the MDT meeting in order to gain insight into the nuances of whole person care. Another regular team meeting, held quarterly, is the team Quality Improvement Projects (QIPS) meeting, which focuses on enhancing delivery and patient outcomes. The team is active in both audit and research.

The team provides regular education to a variety of health care professionals, including medical students, postgraduate doctors, trained nurses, nursing students, and health care assistants. Senior medics of the team engage in bedside teaching for pairs of Warwick Medical School students on a scheduled basis. We further deliver planned small group teaching to medical students every eight weeks. The team also furnishes structured learning sessions for FY1, FY2, and IMT doctors at the Trust. These programmed activities do not include the considerable bespoke teaching sessions we deliver or the invited education sessions at other specialties' team meetings.

End of Life Care at UHCW

All inpatients thought to be in the last days of life are referred to the hospital palliative care team to ensure that their comfort and dignity are maximised at this critical time. Accordingly, we have great insight into the provision of care for the dying by our non-specialist colleagues. These referrals often provide an opportunity for *ad hoc* education and the appointee will help to raise the overall standard of care for dying adults in the Trust. We participate in both the National Audit for Care at the End of Life (NACEL) as well as the Association for Palliative Medicine's FAMCARE audit.

The Chief Nursing Officer at UHCEW is the Trust Board Representative for End of Life Care and oversees the Trust End of Life Committee, which is currently chaired by the Lead Palliative Care Nurse. Through this committee, the National Ambitions for Palliative and End of Life Care are being addressed, focusing on the on the National Foundations for the Ambitions in collaboration with our partner organisations locally.

Specialist Palliative Care & End of Life Care in Coventry and Warwickshire

The successful applicant will join a team of consultants in palliative medicine across Coventry and Warwickshire, currently consisting of:

Dr Jo Clerici	Consultant in Palliative Medicine, George Eliot Hospital and North Warwickshire Community Team SWFT
Dr Hazel Coop	Clinical Lead for Coventry Community Palliative Care Consultant in Hospital Palliative Medicine at UHCW
Dr Ally Duncan	Consultant in Palliative Medicine for Warwick Hospital and South Warwickshire Community Team SWFT
Dr Liz Freshwater	Consultant in Palliative Medicine at Myton Hospice
Dr Kate Hoddell	Clinical Director for End of life Care SWFT Clinical Lead for End of Life Care, C&W ICB
Dr Beth MacGregor	Consultant for South Warwickshire Community Palliative Care SWFT

Dr Sarah MacLaran	Consultant in Palliative Medicine at Myton Hospice and Warwick Hospital SWFT
Dr Nial McCarron	Consultant in Palliative Medicine at Myton Hospice
Dr Jo Poultney	Consultant in Palliative Medicine for Warwick Hospital SWFT and Rugby Community Team SWFT
Dr Nik Sanyal	Consultant in Palliative Medicine, George Eliot Hospital and North Warwickshire Community Team SWFT
Dr Jon Tomas	Clinical Lead for Hospital Palliative Medicine at UHCW

University Hospitals Coventry and Warwickshire (UHCW), South Warwickshire Foundation Trust (SWFT)

The palliative medicine consultants in Coventry and Warwickshire meet regularly face-to-face in order to share learning and experience as well as foster collaborations.

Out of Hours Specialist Palliative Care Clinical telephone advice is provided for health and social care professionals working across Coventry and Warwickshire acute and community services, led by the Consultant in Palliative Medicine on call via Myton Hospice. This is a 24 hours-a-day, 7 days-a-week service. In addition, there are CNS 7-day Specialist Palliative Care services in all areas throughout Warwickshire and Coventry Community. At present, there is no 7-day service in the UHCW hospitals. Specialist Palliative Care beds in both inpatient units of Myton Hospice are covered out of hours by a 1st on call resident doctor. This role is fulfilled by doctors based at Myton Hospice as well as Palliative Medicine Specialty Trainees based with other teams in Coventry and Warwickshire.

Four End of Life Care Networks support developments locally. These groups include representatives from the multidisciplinary team and local partners, including local hospices. Through these groups, the National Ambitions for Palliative and End of Life Care are being addressed in collaboration with partner organisations and the NHS West Midlands End of Life Network. Last year the ICB launched a Palliative and End of Life Care Strategy for 2024-2029. This strategy aims to ensure that individuals nearing the end of life receive the care and support they need. The successful candidate will be encouraged to participate in systems-level ventures.

Palliative and End of Life Care in Coventry and Warwickshire is further supported by the CASTLE Expert Advisory Group, which meets quarterly. This is network of professionals working across the region which feeds into the Palliative and End of Life Care Partnership Board facilitated through the ICB. More about CASTLE may be learned from its eponymous website (www.c-a-s-t-l-e.org.uk). Since its inception in 2010, the group has only increased its reach to the entire population of Coventry and Warwickshire.

Duties and Responsibilities

UHCW is seeking to appoint an enthusiastic, compassionate, and innovative Consultant in Palliative Medicine. This is a new post, and represents an uncommon opportunity for a motivated individual to join the current medical team in building a patient-first service worthy of its aspirations. There are indeed many ripe flowers for the pressing in a Trust confronted daily with still under-recognised patient need. Accordingly, the opportunities for service development are bountiful and it is expected that the successful applicant would support existing developments and lead on initiatives of their own.

The Palliative Care Team now receives in excess of 200 referrals each month, the highest in the history of the Trust. The successful applicant would be expected to review patients presenting with higher levels of complexity. The clinical workload shall vary with the day-to-day demands on the service. The balance between Direct Clinical Care (DCC) and Supporting Professional Activities (SPA) will be agreed with the candidate as part of the initial job planning process. It is anticipated that there be around 6.0 PAs of DCC and 2.0 PAs of SPA. SPA will include mandatory training,

appraisals, QI work (including audit), teaching, as well as continuing professional and service development.

The appointee shall:

- Work as a member of the UHCW Hospital Palliative Care Team and undertake regular consultant reviews of patients, supported by the Specialist Palliative Care CNS Team.
- Provide clinical leadership and support for the UHCW Hospital Palliative Care Team in collaboration with consultant and senior nursing colleagues.
- Work alongside the Responsible Consultant ward staff and their multi-professional teams at UHCW so manage inpatients on both sites.
- Encourage a holistic approach to the care of patients and their families, taking social, psychological, spiritual, as well as physical factors into consideration.
- Provide expert advice and support with respect to complex and/or ethical decision-making.
- Work collaboratively with staff from other disciplines to promote effective multidisciplinary team working.
- Encourage communication of patient preferences and treatment escalation/limitation plans on discharge letters and ReSPECT forms, along with other advance care planning documentation.
- Provide a consultation and advisory service to clinical colleagues from other specialties within the Trust.
- Participate in the UHCW Hospital Palliative Care Team MDT meeting.
- Provide Palliative Medicine Outpatient Clinic(s), working in close collaboration with the relevant acute, community, and hospice professionals.
- Contribute to the development of joint-MDT meetings and/or ward rounds between palliative care and other specialties, working in close collaboration with the relevant acute, community, and hospice professionals.
- Work within the department to seek ways of improving the efficiency of the service without sacrificing quality of care.
- Liaise with their consultant colleagues to provide internal cover for annual and sick leave.
- Participate in the Palliative Medicine Consultant On-Call Rota, currently led by Myton Hospice and providing:
 - Clinical telephone advice for Coventry and Warwickshire health care professionals across the region, including Acute Trusts and Primary Care.
 - Second on-call support for the first on-call doctor covering the two inpatient units of Myton Hospice.
 - Cover for colleagues' annual leave, sick leave, and other authorised absences.
- Participate in departmental clinical and management meetings, including QIPS.
- Take part in the departmental QI programme as well participate in multidisciplinary audit relating to their area of clinical interest.
- Support the departmental and Trust clinical risk management policies and procedures, including reviewing patient safety incidents.
- Contribute to the development, implementation, and response to local and national policy and guidance.
- Provide strategic leadership within local Network groups, as appropriate.
- Contribute to local and regional Network initiatives to support the development and improvement of palliative and end of life care services.
- Participate in the Annual Appraisal process and comply with the principles of revalidation, as required by the General Medical Council.
- Participate in undergraduate, postgraduate, and multi-professional education, in all aspects of Palliative Care, as well as carry out teaching duties as required.
- Lead on and/or participate in Specialist Palliative Care Service education sessions.
- Support the professional, clinical, and educational supervision of the Palliative Care Team, including the mentoring of CNS colleagues and managing of resident medical staff.

- Supervise resident postgraduate doctors, including Foundation Programme doctors and Specialty Trainees in Palliative Medicine, working in the Palliative Care Team.
- Support multi-professional palliative care education, teaching, audit, and research to encourage an evidence-based approach to palliative care practice.
- Undertake appropriate continuing professional development in accordance with Royal College of Physicians' requirements.
- Ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work.
- Share responsibility for data protection arising out of the use of computers.
- Undertake managerial responsibilities, where appropriate, to support and assist in the achievement of Trust objectives.
- Comply with all relevant Trust policies and procedures.

The above duties and responsibilities are intended to represent current priorities and are not meant to be an exhaustive list. The post holder may from time to time be asked to undertake other reasonable duties and responsibilities. Any changes will be made in discussion with the post holder according to service needs.

On-Call Duties

This is currently a 1:11 rota. The on-call has a Category A, 3% supplement. Time off in lieu will be considered for face-to face work at weekends or to cover unscheduled absences for a substantial amount of time or in exceptional circumstances.

MDT Meetings

There is a weekly MDT meeting attended by all members of the UHCW Hospital Palliative Care Team plus a representative of the Chaplaincy Department. The MDT meeting is supported by the team secretary. The successful candidate will support the evolution of this meeting.

Teaching

Education is an ongoing and important priority. The post-holder is expected to support palliative care education throughout Coventry and Warwickshire as well as within the Trust. They shall be supported to develop and deliver teaching as appropriate. They will also be expected to participate in undergraduate medical student teaching and examinations for Warwick Medical School. The successful candidate will be incorporated into the medical team's clinical teaching rotation. Within UHCW there is an active program of continuing medical education. There will also be opportunities to facilitate education at a systems level through the CASTLE Education Steering Group.

Continuing Professional Development, Research, Audit, and Quality Improvement Projects

The post-holder is expected to take responsibility for continuing professional education in accordance with guidelines set out by their appropriate college/faculty/professional body. In UHCW there is an active audit and quality improvement programme, supported by the Quality and Safety Department. This is being developed further in line with clinical governance and setting standards for clinical practice. The post-holder will be expected to initiate and participate in research and audit programmes, both local and national, in accordance with Trust policies and procedures as appropriate.

Training

All consultants are expected to be involved in the training of Palliative Medicine Specialty Trainees. In addition, collaboration in training programmes for Foundation, IMT, and other Specialty Trainees is expected. There are additional opportunities to become involved in Undergraduate and Postgraduate Medical Education.

Office and Secretarial Support

The successful applicant will have a shared office with facilities including desktop and laptop PCs, as well as access to printing. There is full access to the internet. The appointee will share a secretary/administrative officer supporting the team.

Job Planning

A formal job plan will be agreed between the appointee and the Clinical Lead on behalf of the Medical Director and reviewed as needed and annually. It will cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities, including a clear schedule of commitments, both internal and external. It should include personal objectives, including details of their link to wider service objectives and details of the support required by the consultant to fulfil the job plan and the objectives. The Trust is committed to providing fair, transparent, and sustainable job plans which are comparable to their peers.

There is a sample timetable below; a formal job plan shall be agreed prior to commencement of the post by the appointee. It is not fixed at this stage to allow flexibility and discussion following appointment. The job plan may change over time to reflect new working practices. This will be done by mutual agreement between the Clinical Lead and the appointee. The base job plan is for an 8PA contract (6 DCC and 2 SPA).

Monday	Tuesday	Wednesday	Thursday	Friday
Clinical Handover	Non-working day	Clinical Handover	Clinical Handover	Clinical Handover
AM – Ward Round		AM – Ward Round	AM- Team MDT AM – Team Meeting*	AM – Reviews (DCC)
PM - SPA		PM – Reviews (DCC)	PM – ILD MDT PM – Reviews (DCC)	Grand Round PM - SPA

*Meetings include Whole Team Meetings, QIPS, Strategy, and Medical Team Meetings

On-Call Rota Cover

Palliative medicine clinical telephone advice for Coventry and Warwickshire led by Myton Hospice for Acute Trusts and Primary Care (1 in 11; Category A – supplement 3%).

General Facilities at UHCW

Library and Postgraduate Facilities

There is a large Clinical Sciences Building adjacent to the hospital on the UHC site, which has a lecture theatre, seminar rooms and clinical teaching rooms. There is a large, well-equipped library with access to ATHENS and CEBIS and, via these, online resources subscribed to locally at UHCW and nationally via NICE. The Palliative Care MDT meetings take place in the CSB with video conferencing capability.

Research, Education, and Training

An active research plan and an innovative education programme are essential to the development of world-leading excellence in clinical care. They enable the Trust to develop a better-informed service and attract highly skilled and motivated staff. Research and Development and supporting the education programme are integral parts of the Trust's core business. All staff are encouraged to get involved.

The Trust recognises the importance of interdisciplinary research to address fundamental mechanisms underpinning health and disease and the need to deliver unique, multidisciplinary research programmes spanning sub-cellular, molecular, genetic, cellular and whole organism physiology. Our understanding of these mechanisms has led to changes in clinical practice, and our current scientific investigations provide the platform for future clinical advances. To this end the Trust and our main academic partner, Warwick Medical School (WMS), have focused our intellectual and capital investment into over-arching themes addressing fundamental questions.

The Trust has assembled teams to investigate the mechanisms underlying many of the common chronic diseases and problems. There is substantial cross-institute research collaboration, with the medical school's Clinical Trials Unit providing expertise for the development of locally led research.

Interaction with WMS is facilitated as the Pro-Vice-Chancellor (Regional Engagement) of the University of Warwick and Dean of Warwick Medical School is also Non-Executive Director and Vice-Chair of the Trust and the Associate Medical Director (R&D) is also the Associate Dean (Research) at Warwick Medical School, thereby ensuring joint working across both institutions and consistent mechanisms for governance and sponsorship.

The University of Warwick has a distinctive track record for pioneering and fostering interdisciplinary research. Established links with other University departments such as mathematics, health and social sciences, with Warwick Manufacturing Group and Warwick Business School and the NHS Institute for Innovation and Improvement, offer excellent opportunities for research.

The Trust offers state of the art facilities. It houses the Warwick Medical School's Clinical Sciences Research Institute (CSRI), bringing together scientists, clinicians and epidemiologists to study disease mechanisms *in vivo* and *in vitro*. UHCW also has six well-equipped Patient Research Interface (PRI) suites for patient-based research. Containing clinical examination rooms, offices and support facilities, each PRI suite enables patient and volunteer studies to be undertaken in a clinical setting independent from, but in close proximity to, the ward environment.

Research and Development (R&D) Team

The Trust welcomes and encourages research as a high-profile activity that complements the service provided, the emphasis being on studies that fall within the National Institute of Health Research portfolio.

UHCW specialties recognise that high quality research is an integral part of development and quality care and undertake to support and encourage such activities wherever possible.

The Research & Development Team is responsible for facilitating research and supporting all researchers within the Trust with the ultimate aim of improving patient care. They are committed to developing the research culture within the Trust and ensuring that all research in the Trust is conducted to the highest standards. They provide a complete on-site Research and Development management service to Trust staff. This includes advising on all aspects of the research process, providing access to statistical support, costing and financial management, negotiating contracts and

training researchers. Researchers can access support with completing grant applications, finding appropriate funding streams, with editing or proof-reading grants, and developing strong grant proposals.

All staff are encouraged to develop and protect their ideas and innovations (intellectual property), and the R&D Team also provides support to develop the ideas of our staff into commercially viable products.

Education and Training

The Medical Education Team is responsible for ensuring the delivery of the undergraduate and postgraduate training programmes and they are supported by an administrative team based on site in the Clinical Sciences Building (CSB).

The Trust supports a network of specialty Chairs and research fellows as well as a team of Clinical Teaching fellows responsible for providing educational leadership. Each specialty has identified an Educational Lead for both postgraduate and undergraduate teaching and these individuals oversee the work of the Educational Supervisors. The activities of these staff are coordinated through a management system which reports through the Chief Medical Officer to the Trust Board.

The Trust has invested in first class teaching facilities including the CSB and 45 near ward teaching/seminar rooms. Other facilities include a clinical skills teaching wing and suite (with a Simulator centre), an anatomy and surgical teaching facility, teaching links from the theatres and endoscopy suite to the CSB, as well as a first-class library. Additional teaching facilities are available at Rugby St Cross.

Contractual Responsibilities

Confidentiality

The post holder must maintain confidentiality, security and integrity of information relating to patients, staff and other Health Services business.

Mentoring

The Trust offers a mentoring scheme for new Consultants and this will be available to the post. This responsibility for this will nominally be undertaken by the Clinical Lead or a nominated Mentor approved by the Chief Medical Officer.

Health and Safety

All staff must be familiar with the Trust Health and Safety Policy, including a thorough understanding of personal responsibilities for maintaining their own health and safety as well as that of others.

Risk Management

All staff need a basic working knowledge of risk management to enable them to participate in identification and control of all business risks that they encounter in their area of work.

Equal and Diversity

Everyone has the right to be treated with dignity and respect at work and has a clear responsibility to comply with the detail and the spirit of the Dignity at Work Policy.

Infection Control and Prevention

The Trust is committed to minimising any risks of healthcare associated infection to patients, visitors and staff. All employees are required to be familiar with and comply with Infection Prevention and Control policies relevant to their area of work.

Safeguarding Vulnerable Adults and Children

The Trust is committed to ensuring the safeguarding of vulnerable adults and children in our care. All employees are required to be familiar with their responsibilities in this area and to raise any concerns as appropriate.

Conflict of Interest

The Trust is responsible for ensuring that the service provided for patients in its care meets the highest possible standard. Equally, the Trust is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The Trust's Standing Financial Instructions require any officer to declare any interest, direct or indirect, with contract involving the Trust. Staff are not allowed to further their private interests in the course of their NHS duties. Failure to do so is a disciplinary offence.

Working Time Regulations

The *Working Time Regulations 1998* require that you should not work more than an average of 48 hours in each working week. For example, in a 26-week period you should work no more than 1248 hours. Employees may choose to opt out by providing written notification as appropriate.

Informal Visits

To arrange an informal visit, or for additional information, please contact Dr Jon Tomas, Clinical Lead for Hospital Palliative Medicine, on 07545867728 or 02476945498.

Consultant in Palliative Medicine

	Essential Criteria	Desirable Level
Education & Qualifications	<ul style="list-style-type: none"> • MBBS or equivalent • MRCP or equivalent • Full GMC registration • On the GMC Specialist Register for Palliative Medicine (or within 6 months of their CCT date at time of interview) 	<p>Membership of relevant specialist bodies (e.g. Association of Palliative Medicine)</p> <p>Higher degree (e.g. MSc, MD, PhD, or equivalent)</p>
Clinical Experience	<ul style="list-style-type: none"> • Broad clinical experience within Palliative Medicine • High standard of clinical skill and expertise in Palliative Medicine 	<p>Special interest within the field of Palliative Medicine</p>
Specific Skills & Abilities	<ul style="list-style-type: none"> • Advanced communication skills • Appropriate knowledge base and ability to apply sound clinical judgment to problems to provide safe Consultant Specialist Palliative Medicine support to hospital patients • Ability to improve quality and integration of palliative and end of life care across different care settings • Excellent written and verbal communication skills • Ability to work constructively in a multidisciplinary team and respond to the needs of colleagues • Ability to manage competing demands in a busy Acute environment as well as manage own emotions under stress • Enquiring, critical approach to work 	<p>Experience of multidisciplinary team working at a senior level</p> <p>Higher skills in Information Technology</p>
Leadership & Management	<ul style="list-style-type: none"> • Understanding of NHS policy and delivery of national performance targets • Understanding and demonstration of Trust vision, values, strategic objectives, as well as key work programmes • Ability to lead and coordinate multidisciplinary teams • Ability to work to overcome barriers to change (negotiating, influencing, and persuasion skills) 	<p>Completion of a relevant leadership or management course</p> <p>Previous active participation in leadership or management activities, including leading teams and service development</p> <p>Ability to inspire and motivate others</p>
Teaching, Training, & Education	<ul style="list-style-type: none"> • Demonstrable commitment and ability to teach and train undergraduates and postgraduate doctors to a high standard • Experience in planning and delivery of teaching to a variety of health care professionals • Feedback and assessment skills 	<p>Postgraduate qualification in Education</p> <p>Experience of developing teaching programmes</p> <p>Experience of delivering simulation training</p>
Audit & Research	<ul style="list-style-type: none"> • Undertaken complete audit cycle or QIP • Practical experience of designing and implementing protocols/clinical guidelines • Ability to apply research outcomes to clinical problems • Knowledge of clinical governance issues • Interest and awareness of research methodology • Experience and enthusiasm for audit and research 	<p>Training in improvement methodology (or willingness to undertake)</p> <p>Experience of participation in research projects</p> <p>Publication in peer reviewed journals</p>

Personal Qualities	<ul style="list-style-type: none"> • Enthusiasm and approachability • Commitment to continuing professional development and clinical governance • Flexibility to meet the needs of patients, the service, and the Trust • Personal integrity and reliability • Commitment to, and understanding of, the importance of treating all persons with dignity and respect appropriate to their individual needs 	<p>Good sense of humour</p>
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Our values in action

We live our values in action in our work with patients, visitors and colleagues.

- ✓ Being polite and introducing ourselves to everyone we meet.
- ✓ Treating everybody as individuals and respecting their needs.
- ✓ Being approachable, caring and helpful at all times.
- ✓ Communicating with patients, visitors and colleagues, respecting confidentiality and privacy.
- ✓ Taking the time to actively listen and understand individual needs.
- ✓ Being open and honest.
- ✓ Acknowledging that we don't always get it right.
- ✓ Speaking out when we see things aren't right and supporting others to do the same.
- ✓ Giving praise and saying thank you for a job well done.
- ✓ Celebrating and recognising personal, team and organisational achievements.
- ✓ Using the skills, experience and diversity of staff to better deliver our objectives and services.
- ✓ Actively working with patients and visitors to improve services.
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW.
- ✓ Taking personal responsibility for our own learning.
- ✓ Keeping up to date with mandatory and professional development
- ✓ Developing ourselves and others, independent of our job role or profession
- ✓ Taking personal responsibility to make improvements by suggesting new ways of doing things
- ✓ Taking opportunities to learn with and from others
- ✓ Embracing change and supporting others through it
- ✓ Putting in place ways to receive feedback and acting to change things
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW
- ✓ Working across boundaries to improve the experience of patients, visitors and colleagues

