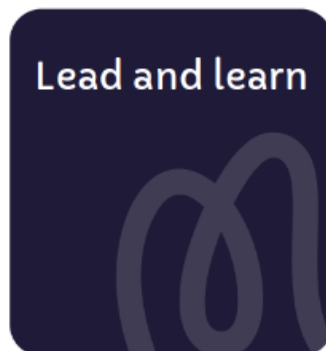
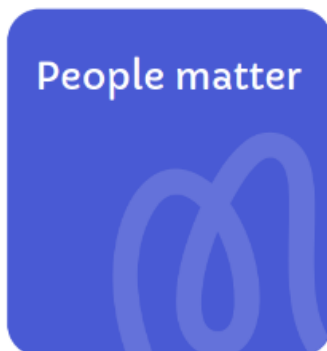


We're proud to care
We're proud to work together
We're proud to make a difference

At Moya Cole Hospice, there's one thing that motivates us and that's providing excellent care and support to those living with or affected by life-limiting illnesses.

We're continuously developing our plans for delivering world-class, innovative care to ensure Moya Cole Hospice is in the best shape possible for future generations.

You'll be challenged, inspired and empowered to help us achieve our purpose and to play your part in making a difference,



Job Role Profile

Job Title: Specialty Doctor in Palliative Medicine – Permanent (up to 7 sessions per week)

Salary: £63,695 - £81,804 per annum (pro rata) plus 4% on-call payment per annum

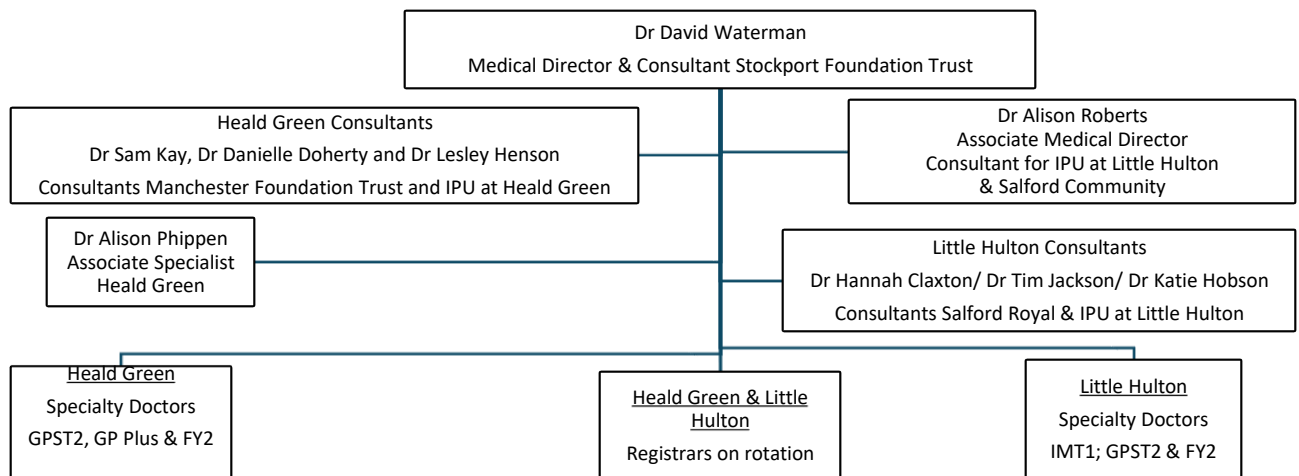
Location: Heald Green

Responsible for: Hospice ward based medical care

Responsible to: Medical Director

Core Purpose: To provide excellent medical care to those living with or affected by life limiting illness

Team Organisational Chart



Job Summary

We have an established medical team with links to Salford Royal, Manchester, and Stockport Foundation Trusts. We provide medical care to the 18 beds at Heald Green and 18 beds at Little Hulton but also support the Being You Centre, Outpatient Services and a 24-hour advice line.

We are developing our medical workforce to meet the demands of a modern specialist palliative care unit and have an exciting opportunity to appoint to a Specialty Doctor post across the organisation.

This post will play an integral role in delivering holistic care to our patients on the inpatient unit and supporting in audit and quality improvement activities.

This post is primarily based at the Heald Green site. There may be occasions where you are required to work cross-site.

Responsibilities

The Specialty Doctor will:

- Be responsible for maintenance of the highest possible standard of medical care for patients
- Take a lead in the daily review and medical management of patients on the inpatient unit, including practical procedures such as venepuncture and intravenous infusions
- Undertake initial and ongoing assessments on the inpatient unit, using the electronic patient record with senior doctor support and supervision
- Participate in regular consultant led ward rounds
- Support may also be provided to the Being You Centre, where medical assessments are required
- Be involved in the provision of 1 in 5 first on call at Little Hulton with Consultant second on-call.

- First on-call will involve non-resident on-call in the evenings and a ward round at the weekend
- Work closely with members of the multidisciplinary team enabling a holistic approach to patient care
- Participate and lead education, training, audit, quality improvement and research activities
- Undertake appropriate Continuing Professional Development, appraisal and revalidation activities
- Liaise with, and provide advice to members of the primary health care team concerning admissions and the 24 hour advice line
- Adopt appropriate management responsibilities when required

Requirements

The Speciality Doctor will:

- Be fully registered with the GMC
- Demonstrate the Right to Work in the UK without sponsorship
- Have an MBBS or equivalent qualification
- Have at least two years of experience in a relevant specialty or possess equivalent experience or competencies
- Have a minimum of four years' experience since qualifying
- Ideally hold MRCGP, MRCP or equivalent
- Ideally hold a Degree or Diploma in Palliative Care
- Have multidisciplinary team working skills have a specific interest in palliative medicine and a desire to develop skills further
- Demonstrate a breadth of experience in clinical practice
- Be able to demonstrate personal involvement in audit and quality improvement, as well as ideally research

Skills, Qualifications and Experience

The Speciality Doctor will be able to:

- Communicate clearly and sensitively with patients, families and colleagues and ideally have undertaken advanced communication skills training
- Be sensitive to patients' spiritual and psychological needs
- Understand the importance of audit, research and quality improvement in the continuing

development of clinical practice

- Show awareness of their own limitations
- Teach undergraduates, postgraduates and other health professionals with formal training in teaching desirable
- Demonstrate organisational skills and an ability to prioritise
- Demonstrate a knowledge of the importance of clinical governance
- Have multidisciplinary team working skills, a specific interest in palliative medicine and a desire to develop skills further
- Demonstrate a breadth of experience in clinical practice
- Have had personal involvement in audit, research or quality improvement
- Show an understanding of voluntary sector funding and organization
- Attend the hospice within 45-60 minutes when on call
- Use a non-judgemental approach to patients and colleagues
- Show IT skills to manage the electronic patient record, clinical systems and Microsoft Office
- Meet professional health requirements

Opportunities and Clinical Professional Development

The Speciality Doctor will be assigned to a clinical supervisor and have regular appraisals with help to develop their portfolio.

The Speciality Doctor will have opportunities to:

- Lead, attend and participate in weekly medical teaching programme and prescribing teaching
- Undertake other teaching for undergraduates, postgraduates and other health professionals
- Be involved and lead audit, quality improvement and research opportunities with senior supervision
- Increase experience with other members of the hospice team including the community teams, attending outpatient clinics, spending time in The Being You Centre
- Attend internal training courses
- Apply for study leave and gain access to a study budget to attend relevant training courses

Indicative Timetable of Post

	Monday	Tuesday	Wednesday	Thursday	Friday	Totals
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AM	HG ward based work 1PA		HG ward based work 1PA	HG ward based work 1 PA		3 PA Direct Clinical care
PM	HG ward based work 1 PA		HG ward based work 0.5 PA 0.5 SPA	HG ward based work 1 PA		2.5 PA Direct Clinical Care 0.5 SPA
On Call	1PA in respect of on call duties 1 in 5; weeknights and weekends at Heald Green					7 PA

IT/ Office Space

The post holder will be provided with access to office space, IT facilities and secretarial support

Contract/ Indemnity

A contract will be issued by the Hospice and the postholder's terms and conditions of employment are determined by and agreed with Moya Cole Hospice. Moya Cole Hospice is unable to honour previous NHS qualifying service for purposes of annual leave, sickness pay and maternity leave.

Medical Indemnity is required and can be arranged by the Hospice via the Medical and Dental Defence Union of Scotland.

Study leave is by mutual agreement up to a maximum of up to 30 days over a three year period pro-rata.

Terms and Conditions for Speciality Doctor

Contract	Permanent
Work Pattern	Up to Seven Programmed activities in total including 1 in 5 weeknights and weekends on call
Location	Heald Green (cross-site work may be required)
Free Parking	Free parking at our Heald Green and Little Hulton sites
Holiday	35 days, increasing to 37 days after 5 years' service and 41 days after 10 years' service (pro rata, inclusive of bank holidays). In addition, staff are able to buy up to 1 weeks' holiday per year via salary sacrifice, pro rata.
Pension	Contributory Stakeholder pension in which we match up to 7% of your gross salary. Or the ability to continue with a previously held NHS pension (subject to making contributions into the scheme in the previous 12 months).
Life Cover	All staff in the Scottish Widows Pension scheme (with the exception of bank staff) are provided with life cover of three times their basic salary in the event of their death whilst employed by Moya Cole Hospice.
Health Cash Plan	We offer access to an employee paid health cash plan. That allows employees to spread the cost of health expenses including dental, optical, physiotherapy and more.
Employee Assistance Programme	Employees can access telephone and online counselling 24 hours a day. Face to face counselling is also available and support on issues including debt, employment law, benefits and housing.
Probation	Six months
Notice	12 weeks
Safeguarding	Any post holder within the organisation will be expected to undertake safeguarding training appropriate to their role and adhere to safeguarding policies and procedures. All staff must work in accordance with their statutory roles and responsibilities in relation to safeguarding in accordance with the Working Together to Safeguarding Children 2023, The Care Act 2014, and Prevent Duty 2015.