St Joseph's Hospice
Serving East London and the City

# Consultant in Specialist Palliative Medicine

## Vacancy Information Pack









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St Joseph's Hospice
Your local hospice.
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Bienvenue
Benvenuto
St Joseph's Hospice
RECEPTION
CCTV WARNING
5 MPH
Car park speed limit
St. Joseph's Hospice
Welcome to St Joseph's Hospice
Supporting the people of East London since 1905
Quality
Justice
This way to Reception

# A Message from Our CEO

Hello,

I'm delighted that you're interested in joining our team at St Joseph's Hospice. Founded in 1905 by the Sisters of Charity, St Joseph's is one of the oldest and largest hospices in the UK. We're proud of our long history and the vital role we play in providing specialist palliative care and support to people in our community who are living with life-limiting illness, all completely free of charge.

Working at St Joseph's means being part of a compassionate and dedicated team who care deeply about making a difference. Every person here plays a vital role in helping us deliver our exceptional care - not just to our patients, but their loved ones too. St Joseph's Hospice is committed to celebrating and being diverse and inclusive and maintaining a culture of equity.

Our Hospice is constantly evolving and adapting to meet the changing needs of our core boroughs, City and Hackney, Tower Hamlets and Newham. Having new people see us through fresh eyes always provides a welcome opportunity to reflect on our work and culture. We'd be thrilled to have you on board, helping us continue the important work we do for the people who need us long into the future.

Warm wishes,

*Rachel*

**Dr Rachel Black,**
**CEO**



# Our Mission

Our Mission is to provide compassionate, specialist palliative care to people in the diverse community of East London who are living with life-limiting illness.

We treat each person as unique, encouraging and enabling them to reach their full potential until the end of life.

Our care is provided free of charge to those who need it, irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion and belief, sex and sexual orientation.

We listen to the patient and their family so that we can work together to manage pain and distress whether physical, mental, social or spiritual.

We encourage openness and honesty in communication to create an atmosphere of comfort and safety whether in the Hospice, in the patient's home or in the community.



# Our Core Values

**Our five Core Values are fundamental to how we live and work at the Hospice**. We constantly strive to improve by using our Values for guidance with regard to decision-making, ensuring quality, justice, compassion, advocacy and respect for all in relation to our patients and each other.




## Respect for Human Dignity

**We respect human dignity when we:**

- Respect the sacredness of life
- Care for the whole person
- Demonstrate unity of purpose, while recognising individual differences
- Value each person's contribution
- Act in a culturally appropriate manner

## Service/Quality

**We provide service when we:**

- Create an environment of welcome and hospitality
- Promote quality care and excellence
- Encourage and demonstrate team spirit
- Recognise the value of individual initiatives and ideas
- Show openness to constructive criticism and feedback

## Care of the Poor and Vulnerable/Advocacy

**We care for the poor and vulnerable when we:**

- Listen attentively to identify unmet needs
- Respond in a practical way to those in need
- Collaborate with others to share resources
- Create access to needed services
- Provide basic resources for daily living to those in need

## Compassion

**We show compassion when we:**

- Act with understanding and sensitivity
- Work cooperatively with others
- Are available to those we serve and to each other
- Respect and nurture the environment

## Justice

**We promote justice when we:**

- Act with integrity
- Respect the rights of others
- Take responsibility for our actions
- Preserve resources
- Provide quality without extravagance
- Demonstrate fairness in decision making



# Job Description

**Job Title: Consultant in Specialist Palliative Medicine**

**Reporting to: Chief Executive Officer**

**Working pattern: 10 Programmed Activities + on-call rota (1:8 rota)**

**Contract: Permanent**

**Salary: £113,565 - £150,569 per annum, depending on experience + 6% on call supplement**

# Job Purpose

The Consultant in Palliative Medicine will provide expert specialist palliative care to patients and families across inpatient, outpatient and community settings.

The postholder will work as part of a multidisciplinary team to deliver high-quality, compassionate and person-centred care for people with life-limiting illnesses and those approaching the end of life. They will contribute to clinical leadership, education, quality improvement and service development while supporting the hospice's strategic objectives and values.

The Consultant will provide specialist clinical advice to healthcare professionals across the wider health and care system and work collaboratively with NHS and community partners to improve the quality of palliative and end of life care.

The postholder will have training and management responsibilities for resident doctors, supporting registrars, clinical fellows and specialty doctors to flourish, and upskilling generalist trainees to build confidence and capacity in palliative and end of life care in non-specialist settings.



# Key Responsibilities

1. **Clinical Responsibilities**
    - Provide specialist medical assessment, diagnosis and management of patients with complex palliative and end of life care needs.
    - Deliver care across hospice inpatient, outpatient and community services.
    - Support advance care planning and personalised care.
    - Provide expert advice to multidisciplinary colleagues through ward rounds, community visits, multi-disciplinary meetings, case load reviews, virtual consultations.
    - Support timely access to specialist palliative care services.
    - Contribute to the delivery of high-quality, safe and effective patient care.
        - Participate in the 1:8 consultant on-call rota, providing second-on cover evenings and weekends.
        - On call duties are non-resident. Consultants provide phone advice to healthcare professionals for patients known to hospice services, any community patients within the catchment area of the hospice community palliative care team, and inpatients at Homerton Hospital and Barts Health NHS Trust Hospitals.
        - Consultants should be available to attend the hospice in person if required (this is rare).
        - Very rarely first-on cover may be required during resident doctor sickness. This will be remunerated.
        - 0.4PA payable for on-call (4%) as well as additional 2% on call supplement.
    - Maintain contemporaneous and accurate patient records and ensure effective handover and continuity of care, including medical correspondence.

2. **Clinical Leadership**
    - Provide clinical leadership within multidisciplinary teams.
    - Support implementation of evidence-based practice.
    - Contribute to service development and innovation.
    - Support implementation of hospice clinical strategies and objectives.
    - Act as a role model for professional practice and compassionate care.

3. **Clinical Governance and Quality Improvement**

- Participate in clinical governance activities.
- Contribute to clinical audit and quality improvement programmes.
- Participate in complaint and incident investigations and organisational learning.
- Support compliance with:
    - Care Quality Commission standards
    - GMC standards
    - NICE guidance
    - NHS England requirements
    - Relevant legislation and professional standards
- Promote patient safety and continuous improvement.
- Support effective medicines management and prescribing practices.

4. **Education, Training and Development**

- Support undergraduate and postgraduate medical education.
- Contribute to the teaching of doctors, nurses and other allied healthcare professionals.
- Provide supervision and support to doctors in training, including acting as an educational and clinical supervisor where appropriate.
- Participate in multi-disciplinary debriefing and reflective practice.
- Participate in professional development activities.
- Maintain continuing professional development and appraisal requirements.
- The postholder will undertake annual appraisal, participate in GMC revalidation, and maintain a portfolio demonstrating continuing professional development.
- The final job plan will include Supporting Professional Activities (SPAs) in accordance with consultant contract requirements.

5. **Service Development and Partnership Working**

- Contribute to development, delivery and review of organisational strategy and associated development of hospice services.
- Work collaboratively with healthcare professionals across organisational boundaries.
- Support development and delivery of innovative palliative / end of life care pathways.
- Promote effective communication between hospice, primary care, community and acute providers.

- Support initiatives to improve access to specialist palliative care.

**6. Research and Innovation**

- Participate in research, audit and quality improvement activities.
- Promote evidence-based practice.
- Support the implementation of innovative approaches to care delivery.
- Contribute to dissemination of learning and best practice.

**7. Equality, Diversity and Inclusion**

- Promote equitable access to hospice services.
- Demonstrate culturally sensitive and inclusive clinical practice.
- Support reduction of health inequalities.
- Uphold dignity, respect and person-centred care for all patients and families.

# Person Specification

| Requirements | Essential | Desirable | Method of evaluation |
|---|---|---|---|
| **Qualifications** | • Full GMC Registration with Licence to Practise.<br>• Entry on the GMC Specialist Register in Palliative Medicine, or eligibility for entry within six months of interview.<br>• MRCP (UK) or equivalent Royal College qualification.<br>• Evidence of continuing professional development and participation in appraisal and revalidation. | | **Application**<br><br>**Application**<br><br>**Application**<br><br>**Application & Interview** |
| **Experience** | • Experience of specialist palliative and end of life care at Consultant level or senior training level.<br>• Experience working within multidisciplinary teams.<br>• Experience of teaching and supporting healthcare professionals.<br>• Experience of clinical governance, audit and quality improvement.<br>• Experience of collaborative working across organisational boundaries. | • Experience working within Integrated Care Systems. | **Application & Interview for all** |
| **Research, audit and teaching** | | • Research and publication experience. | **Application & Interview** |
| **Knowledge and skills** | **Clinical**<br>• Experience of hospice-based palliative care.<br>• Expert knowledge of palliative medicine.<br>• Advanced symptom management skills.<br>• Excellent clinical decision-making ability.<br>• Strong communication skills, including complex conversations with patients and families. | | **Application**<br><br>**Task & Interview**<br><br>**Task & Interview**<br><br>**Interview**<br><br>**Task & Interview** |

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|---|---|---|---|
| | **Leadership**<br>• Ability to provide clinical leadership within multidisciplinary teams.<br>• Ability to influence and support change.<br>• Commitment to continuous improvement.<br>**Professional**<br>• Strong understanding of clinical governance and patient safety.<br>• Commitment to education and learning.<br>• Ability to build effective working relationships across organisations. | | **Application & Interview**<br>**Application & Interview**<br>**Application & Interview**<br>**Interview**<br>**Application**<br>**Application & Interview** |
| **Management** | | • Educational supervision experience.<br>• Leadership training or management experience. | **Application**<br>**Application** |

**Key Features of the Role:** This role is primarily a **clinical consultant post**, focused on the delivery of expert specialist palliative care across hospice and community settings. Unlike the Lead Medical Consultant role, it does **not** carry overall responsibility for medical workforce management, organisational medical leadership, corporate governance oversight, strategic medical leadership, or departmental management, although the postholder will be expected to contribute to leadership, quality improvement, education and service development initiatives.

# Employee Benefits

## Employee Assistance Programme

The Employee Assistance Programme is a free, confidential helpline giving staff unlimited access to advice, information and support to deal with a variety of personal, domestic or professional issues that may be impacting you at work. The service is available 24/7, 365 days a year. Simply call **0800 028 0199** or download and sign up for the Wisdom app, using the organisational code MHA089998.

It helps you in tracking your health, includes fitness programmes, meditation, recipes, breathing exercises and much more.



## Freedom to Speak Up

**Speak up – we will listen.**

In accordance with our values as a Hospice and our duty of candour, our senior team and entire board of trustees are committed to an open and honest culture. We will investigate what you say and you will always have access to the support you need.

You can contact The Freedom to Speak Up Champions or send an email at **freedomtospeakup@stjh.org.uk**

## Education and Learning

Your training and development is a high priority for us; we want to make sure you are confident and competent in providing the best possible service and playing a vital role in the organisations success.

We provide induction, statutory and mandatory, and on-the-job training. We also support independent study, coaching and mentoring, external training and e-learning, and we have a wide variety of resources available to assist your development.



## Pension

We currently offer a private pension with Standard Life. This operates on a salary exchange basis, which means your contributions will be taken out before tax so you will therefore be paying less tax at the end of the month.
If you contribute the minimum of 5% then we will contribute 3%. If you contribute 6% or more we will contribute 7.5%. Speak to Payroll for further info.

If you opted out of the pension scheme during your on-boarding, you may be auto-enrolled after 3 months of service as this is a legal requirement. Once you get auto-enrolled you will have 30 days to opt-out in order to get back your contribution the following month.

## BHSF Health Cash Plan

BHSF is a health cash plan designed to help you reclaim money towards everyday healthcare costs, such as prescriptions, dental treatment, eye care, and complementary therapies.

When you start your employment, you'll receive an email containing your BHSF policy number and instructions on how to set up your account. If you've misplaced your policy number, please contact HR for assistance.
You can also find full details about the plan on the Loop, just search for "BHSF".




## Benefit Hub

- We have a Benefit Hub with a wide range of discounts for many different products
- For quick access to the Benefit Hub go onto the Loop, toggle over the coloured squares on the left hand side and click on the pink square named "Benefit Hub"
- To sign up please fill in your details and the organisation referral code which is 83UX5A

## Loans

- Travel, Season Ticket Loan



## Free Santander Bike Hire

50% discount on annual subscription.

## Ride to Work Scheme

Save up to 42% on your new bike.

## Life Assurance

Pays 2x salary to your nominated beneficiary on death in service.

## Occupational Health

Prestige provide Occupational Health services for the hospice. The purpose of Occupational Health is to protect you, our staff, and ensure that the work you do does not in any way damage or compromise your health.

## Blue Light Card

Access to all staff to the Blue Light Card discount scheme giving you big savings on the brands you love and more.

## Accommodation

Affordable on-site accommodation available.



# Keep Up to Date

You can stay up to date with all our current vacancies and discover how you can make a real difference to the lives of people affected by serious, long-term illness by joining the St Joseph's team.

Visit our website for the latest job opportunities:
**www.stjh.org.uk/jobs**

## Get in Touch

If you have any questions about your application, please contact our Recruitment Team at **Recruitment@stjh.org.uk**

You can also keep up with the latest news and updates from the Hospice on our website and social media channels:

**Website: www.stjh.org.uk**



**Facebook: @StJoHospice**



**Instagram: @stjohospice**



**LinkedIn: St Joseph's Hospice**



**X (Twitter): @StJoHospice**



**YouTube: St Joseph's Hospice London**

## Contact Details

St Joseph's Hospice
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**020 8525 6000**



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**stjh.org.uk @stjohospice**

**Advocacy Compassion Justice Quality Respect**

Charity No. 1113125

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