



St Andrew's Hospice

**Consultant in Palliative Medicine
Candidate Brief**



Welcome from the Chief Executive and Director of Clinical Services

Thank you for expressing an interest in this exciting and inspiring opportunity to work with St Andrew’s Hospice and the local area of North East Lincolnshire.

St Andrew’s Hospice is a highly respected local charity with deep roots in the community that it has served for over 45 years. St Andrew’s Hospice provides a wide range of care and support to people with life limiting illnesses and their families. In the last year 722 patients were cared for across all of our services and our team now comprises more than 170 staff and over 400 volunteers.

St Andrew’s Hospice published a new, five-year strategic plan in 2024, focused on a vision of:

A community where people can openly discuss death and dying; making each day count; and die with dignity and respect, in the place they choose, knowing their loved ones are supported.

We’ve agreed three key strategic priorities that will inform and drive our work over the next five years:

- **As the system lead for All Age Palliative and End of Life Care, we will extend our influence across the community to improve the care and support for all those affected by a life limiting illness**
- **We will continue to develop services within the hospice and in the community to meet the growing needs of all patients, their families, and carers**
- **We will work in partnership with our community to help and equip them better to understand and support each other through life-limiting illnesses, as a compassionate community.**

As an independent hospice, we have the ability to respond rapidly and creatively to the needs of the community. Driving our approach is the dedicated professionalism and expertise of all our staff, paid and voluntary, that together with our supporters makes St Andrew’s what we are today. Our reputation for excellence is justly deserved and one of which we are incredibly proud. We also value immensely our well-established local partnerships and our strong relationships with communities throughout Northern Lincolnshire, wider Lincolnshire and Hull and East Riding of Yorkshire.

Our latest Quality Account can be found in the latest reports section of our website, which is a great place to read more about why our staff love working for St Andrew’s Hospice.

St Andrew’s Hospice is looking for a professional to not only play a vital role in medical leadership, contributing to the large multidisciplinary team, but also to support the charity in its evolution towards a research active hospice.

Our clinical colleagues, the wider hospice team and our colleagues from partner organisations will support you hugely, as they have us, demonstrating St Andrew’s is truly an inspirational place to work.

We look forward to hearing from you.

Michelle Rollinson & Karen Higgins

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Who we are

St Andrew's Hospice is a registered charity providing compassionate care and support for children, adults, their families and their professional carers, who are adjusting to life following the diagnosis of a life-limiting condition, throughout their illness, up to their death and into family bereavement support.

We have delivered palliative and end of life care for more than 45 years to people across North East Lincolnshire, and for nearly 25 years to children from the whole of

Lincolnshire, Northern Lincolnshire, Hull, and the East Riding of Yorkshire.

We receive only about a fifth of our funding from the NHS, which means we depend on the generosity of our community to fund much of the care we provide for local people.

Our hospice care services are delivered both in the community and in our hospice buildings, under one roof, providing high quality, person-centred, holistic palliative care.

Our vision

Our vision is of a community where people can openly discuss death and dying; make each day count; and die with dignity and respect, in the place they choose, knowing their loved ones are supported.

Our mission

Our mission is to provide individualised, high-quality holistic care and support, advocating for personal choice, for those affected by a life-limiting illness.

Our values

*Care, compassion and respect for all.
Work together and value difference.
Be positive, proud and professional.
Innovate and strive for excellence.*



As custodians, we strive to preserve and enhance the reputation and brand of St Andrew's Hospice for the future, ensuring we are always advocates for our values and purpose.

Job Summary

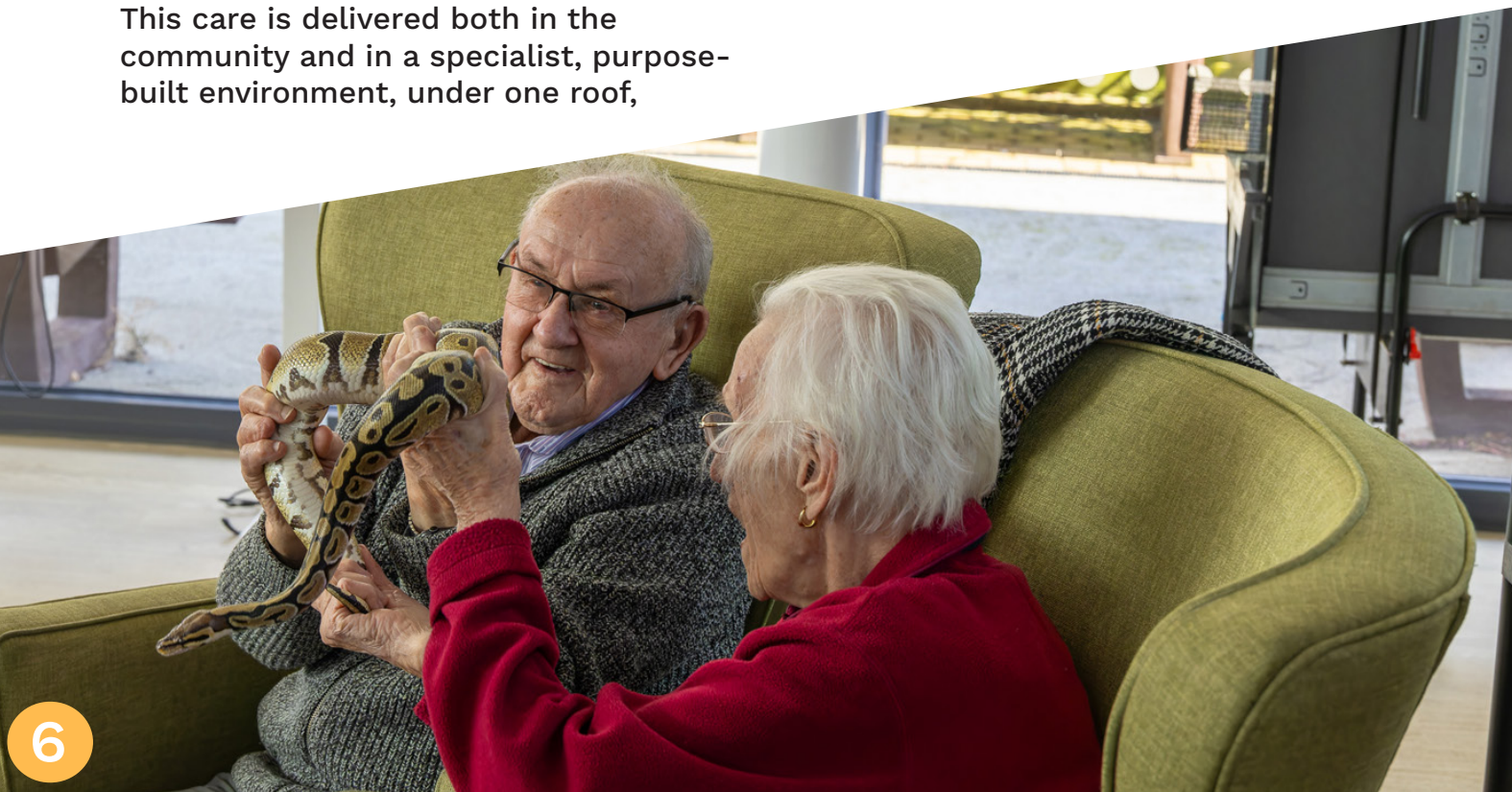
St Andrew's Hospice, Grimsby, is seeking to recruit a substantive full-time Consultant in Palliative Medicine to provide clinical leadership (Medical Director) for the Adult Services within the hospice - 12 bedded Inpatient Unit, Outpatient and Wellbeing services and support with the development of home-based services. Situated in the hospice, the successful candidate will work with the existing team of highly experienced Speciality Hospice Doctors to ensure patients receive responsive and high-quality care and undertake the role of Medical Director for the hospice as part of the Senior Management Team. This role will also help shape the future medical model for the hospice to ensure sustainability for the future.

St Andrew's Hospice has been providing high quality person-centred, holistic palliative and end of life care to adults across North East Lincolnshire for over 40 years and for nearly 25 years to children from the whole of Lincolnshire, Hull and the East Riding of Yorkshire. This care is delivered both in the community and in a specialist, purpose-built environment, under one roof,

and includes symptom management, emotional, spiritual and social support, respite and end of life care. Our mission is to make each day count for people with life-limiting illnesses and to support those who care for them.

The hospice was rated as 'Good' in the latest CQC inspection, and it is our ambition to build on this with our new 5-year strategy. As the system lead for all Age Palliative and End of Life Care, our strategy focusses on extending our influence across the community to improve care and support for all those affected by a life-limiting illness whilst continuing to develop services within the hospice and the community to meet the growing needs of all patients, families and carers.

This exciting opportunity is for applicants who hold a full GMC registration and who are on the GMC specialist register for palliative medicine, or within 6 months.



Job details

Post:

Consultant in Palliative Medicine (Adult)

Salary Range:

NHS Consultant Pay Scale £105,504 - £139,882 per year (FTE)

Accountable to:

Chief Executive Officer

Employment:

The 'Employer' is St Andrew's Hospice, Grimsby

Commencement:

The post will be available immediately or as soon as possible after offer of appointment.

Contract Type:

Permanent

Terms & Conditions:

The terms and conditions are those of St Andrew's Hospice. The Hospice is not bound by any external pay and conditions arrangements. A full copy of the Employee Terms and Conditions Handbook can be provided on request.

- Starting salary is dependent on consultant years' experience
- Changes and progression to pay will be in line with the Hospice's Threshold Framework and in line with the national consultant pay scale
- Salaries are paid on or before the 28th of each month by Bank Credit Transfer
- All employment is made subject to a 9-month probation
- This role is eligible to join the NHS Pension Scheme
- Any existing NHS continuous services data can be transferred for the purpose of annual leave entitlement.

Hours:

This is a full-time, 10PA, substantive post

Palliative and end of life care services in North East Lincolnshire

St Andrew's Hospice provides a range of different services, from inpatient beds (12 for adults and 4 for children and young people), children's Hospice at Home, wellbeing day services including physiotherapy, complementary therapies and wellbeing groups, music therapy, specialist lymphoedema services, and support, welfare and bereavement services.

The adult hospice has seven-day medical cover provided by five hospice specialty doctors. Three of the doctors cover the 10 sessions from Monday to Friday (between 8am and 4pm), with all five covering an on-call rota at weekends between the hours of 9am and 5pm. This enables patients to be reviewed seven-days-a-week and allows for seven-day admissions.

The children's hospice is supported by our team of doctors and four Paediatric Palliative Care Consultants from Martin House Children's Hospice, giving 24/7 advice and support and attending one-day-a-week in person at the hospice.

There is currently no on-call medical support out of hours/consultant on call, but developing out of hours services is part of the hospice's five-year strategy.

Our Activity for April 2024 to March 2025

Inpatient Unit

Total number patients admitted: 207

Average % occupancy: 85%

Average length of stay: 15 days

Wellbeing Services team

Total number patient referrals: 309

Hospital and community specialist palliative care services are provided by Care Plus Group (CPG), a social business that provides community health and care services for adults. The team is currently supported by an academic palliative medicine consultant Professor Jason Boland (5PAs for clinical and SPA work) alongside 7.3 WTE specialist palliative care nurses (Band 7) and 3.8 WTE specialist palliative care nurses (Band 6). The specialist nursing team jointly cover both community and acute palliative care referrals seven-days-a-week.

CPG provides specialist services to Diana Princess of Wales Hospital. It is covered seven-days-a-week, 8.30am–5pm, by specialist palliative care nurses with support from Professor Boland.

North East Lincolnshire community is covered 8.30am–5pm, seven-days-a-week by community specialist palliative care nurses, with support from Professor Boland.

Haven is a 24/7 support-at-home service for people who are within their last few weeks of life. They provide both personal and nursing care at home with the individual, and offer support and respite to family members as well.

Social welfare and benefits is a team of social workers and expert benefit advisors working to support people and their families, in a wide range of social and psychological benefit areas.

Multi-disciplinary meetings

North East Lincolnshire has a weekly, locality-wide Specialist Palliative Medicine MDT meeting, currently on a Thursday morning, which will be a shared responsibility with Professor Jason Boland.



Job description

(Provisional job plans)

This post will provide Clinical Leadership and Consultant input and development of clinical services at St Andrew's Hospice (Adults) but also includes clinical in reach at Diana Princess of Wales Hospital (when required) and outreach into the community where necessary.

The post holder would take on the role of Medical Director for adult services at St Andrew's and, with this in mind, has additional SPA time allocated. The sessions would consist of a morning session 9am-1pm, and afternoon session 1-5pm.

The provisional job plan would be:

NEL 10 Session Hospice/In reach and outreach work (medical director post) (7 DCC:3 SPA)

Specimen job plan sessions

Type of Work	Number of PAs
Direct Clinical Care	7
Hospice ward rounds, Inpatient unit handovers: weekly MDTs Outpatient clinic/Wellbeing reviews and community visits, supporting and advising staff, supporting and advising community and hospital staff when other consultant is not clinical. Clinical consultant meetings	6
Clinical Administration	1
Supporting professional activities	3
Own CPD. Appraisals and administration, revalidation	1
Speciality Doctor educational supervision	0.5
MD responsibilities	1.5
Total	10



	Mon	Tues	Weds	Thurs	Fri
AM	Inpatient unit handover Hospice Ward Round 1 DCC	MD responsibilities/S PA 1 SPA	Hospice MDT Hospice clinical reviews 1 DCC	Inpatient unit handover Consultant meeting Locality wide SPC MDT SPA 0.5 DCC 0.5 SPA	Inpatient unit handover Hospice Ward Round 1 DCC
PM	Community reviews and Clinical Admin 1 DCC	SPA 1 SPA	Outpatient Clinic/Wellbeing reviews Clinical Admin 1 DCC	Wellbeing/Day Care MDT Hospice Clinical Admin d1 DCC	Clinical trouble shooting prior to weekend with hospice/ community team SPA 0.5 DCC 0.5 SPA



General responsibilities

As a member of the Senior Management Team at St Andrew's Hospice, the post holder will be expected to work closely with, and support, other clinical, medical, professional and managerial colleagues as part of the Health Care Partnership, ensuring high-quality specialist palliative medicine and end of life care is provided to the population of North East Lincolnshire.

Clinical

- Be responsible for medical leadership of adult specialist palliative care services at St Andrew's Hospice
- Work within the wider clinical multi-disciplinary team to deliver high quality care that meets the holistic needs of the patients and those close to them
- Provide specialist advice, support and information to patients and carers through direct, phone and virtual consultations
- Provide expertise in a full range of palliative medicine conditions, including non-cancer conditions
- Attend and lead the locality specialist palliative care meeting multidisciplinary team meetings
- There are currently no on-call requirements, however, as part of the service development to 7-day working, there may be a future expectation of an out-of-hours consultant rota, in which the post holder will be expected to engage. If a consultant on-call requirement is developed, then time off in lieu will be considered as any part of that development where weekend working is needed. Time off in lieu will also be entitled if any bank holiday working is required or any prospective cover is needed to cover for a colleague either due to illness or annual leave.

Relationships

This post will work in North East Lincolnshire with another consultant.

In extreme circumstances, there may be a need to provide phone advice for the locality that you are not based. There will be time allocated within the job plans to allow for a minimum once-monthly consultant meeting for peer support and to raise issues related to service or strategic issues that can be fed back to the appropriate groups, including the North East Lincolnshire PEOLC Operational Group and the Northern Lincolnshire End of Life care steering group.



The prospective appointees are expected to work closely with and maintain relationships with colleagues in acute services, community services, primary care and hospices.

Contribute as a senior member of the team, liaising with the other consultants and other service department managers to ensure a seamless and integrated service for patients and families.

Mentoring support will be offered to the prospective appointee from a variety of staff including Professor Jason Boland (CPG) and Michelle Rollinson, CEO (SAH).

Clinical teaching / training

- To maintain personal and professional development. The post holder will be expected to register with their respective Royal College for the purpose of CPD and fulfil the requirements of that registration
- To actively engage in the GMC's annual appraisal and 5-yearly revalidation process. St Andrew's Hospice is a Designated Body that utilises the services of an external Responsible Officer service at City Health Care Partnership CIC
- To take a significant role in the education and training of a wide range of professionals linking with current education leads within the services to help upskill and educate related to palliative care needs, identification of patients and symptom control for patients to allow more people to be cared for as comfortably as possible and die in their usual place of residence
- Provide a wide range of education to professionals involved in the care of palliative patients, including supervision and development of non-medical prescribers in the community/acute/hospice teams
- Where included in the job plans, the post holder may also have responsibility for educational or clinical supervision of junior medical colleagues and education to undergraduate medical students
- Encourage high quality research clinical practise and research awareness within the hospice in accordance with the Hospice Research policy
- Assist in research projects approved by the hospice.

Strategy and governance

- Provide advice to the Chief Executive, Director of Clinical Services and Director of Governance and Quality, on all medical matters including changes in regulation, law or practice
- Contribute to and, where necessary, lead on the strategic direction of the hospice and the wider locality

- To act as the professional lead on medical issues
- To respond appropriately and timely to complaints and critical incidents
- Work with the Director of Clinical Services and the Director of Governance and Quality on joint areas such as risk, service improvement and development, infection prevention, standard setting, clinical governance, peer review, quality and audit
- To be responsible for producing, implementing and auditing policies and procedures relating to clinical care and other regulations in accordance with the Care Quality commission
- To participate and report on audit, monitoring and service evaluation activities of the hospice or across organisations
- Devise, implement and evaluate quality control and audit measures to ensure the delivery of high-quality patient care. Act as a spokesperson for the hospice on medical issues and give specific information to the Head of Communications and Marketing when requested to do so by the Chief Executive.

Management

- To manage and supervise the medical team and students on placement
- To participate in specialist palliative medicine consultant meetings and senior staff meetings as required
- To attend other departmental, organisational and internal meetings as necessary
- To attend regional and national meetings as necessary
- Oversee and review medical service level agreements when required
- Work closely with the Director of Clinical service and others in the clinical team to promote good working relationships across all clinical areas
- Work closely with Professor Jason Boland, Palliative Medicine Consultant for Care Plus Group (community provider)
- Establish links and work proactively with external organisations
- Ensure excellent communication is maintained within and external to, the hospice.

Accountability

- The post holder will be expected to undertake appraisal/revalidation and to respond to any identified development needs
- The post holder will be immediately accountable to the Chief Executive Officer at St Andrew's Hospice.



Other responsibilities

- The post holder has a general duty of care for their own health, safety and wellbeing and that of work colleagues, visitors and patients within their areas of work. This statutory duty is in addition to any specific risk management or clinical governance accountabilities associated with the post.

The post holder is expected to:

- Observe the rules, policies, procedures and standards of St Andrew's Hospice together with all relevant statutory and professional obligations
- Observe and maintain strict confidentiality of personal information relating to patients and staff
- Be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues.

Regular job planning meetings will be undertaken with the post holder to ensure that the appointee is remunerated for any additional activities undertaken and that the job plan accurately reflects the overall workload undertaken by the post holder.

The supporting professional activities (SPAs) allocation within the provisional job plan is an illustrative guide and will be finalised following individual agreement with successful candidate. It would be anticipated to be increased at job plan review at 6 months following appointment to account for anticipated involvement in quality improvement, audit, teaching, training/supervision and research. Further discussion on supporting professional activities will depend on the organisational requirements and the individual's particular expertise. Obviously, study leave and professional leave are taken over and above the SPA allocation.

In line with the terms and conditions, the final job plan is subject to the agreement of the Chief Executive, St Andrew's Hospice. Support will be offered to the prospective appointee from a variety of staff including Professor Jason Boland (CPG), Dr Tony Salisbury, Director of Clinical Services, Director of Governance and Quality and other Humber and North Yorkshire consultants.

Relocation and associated expenses

Assistance will be given with relocation and associated expenses in line with the employer's policy.

Visiting arrangements

To obtain further information or make an arrangement to visit, please contact:

Karen Higgins, Director of Clinical Services, karen.higgins2@nhs.net



Local information

North East Lincolnshire is small but mighty.

Over 160,000 people live in a county of 192 square kilometres. Don't let that put you off – there's still plenty to attract people to the area.

House prices are low. There are countless opportunities across many different sectors. We have some of the best schools in the north of the country. And there's plenty to explore during your weekends too.

The towns of Grimsby and Cleethorpes lie on the South Bank of the Humber Estuary. Once famous for its fishing industry, Grimsby has carved a new identity in recent years and is currently poised for exciting developments as part of the local urban regeneration plans.

The traditional seaside town of Cleethorpes has four miles of safe, sandy beaches. Nature lovers can stroll along the coastal path, watching the variety of wildlife that inhabits the shoreline – an area of natural beauty and one of Europe's most important estuarine wildlife havens.

Work

We're full of employment opportunities across dozens of sectors.

It's not just healthcare where we provide high quality services – the area is also well-known for excelling when it comes to renewables, ports and logistics, seafood, retail, new media and plenty more.

The seafood industry in North East Lincolnshire alone is worth £2.5billion, with companies like Young's Seafood operating from Grimsby. Elsewhere, 60 million tonnes of cargo passes through Grimsby and Immingham ports annually, and 400 new wind turbines are planned for the North Sea. The roads aren't as busy as major UK cities either – leaving you with the bonus of minimal or no commute.

Altogether, it's the recipe for the perfect work-life balance.

Live

There are a wide range of options when it comes to choosing where to live – and you'll find that, on average, house prices are much lower than in the rest of the UK.

There's the relative hustle and bustle of Grimsby – a town crammed with history and known for its fishing heritage in years gone by. Close by is Cleethorpes, which is home to one of the finest beaches on the east coast of England.

If you're looking for something more tranquil, quaint villages like Waltham and Laceby are within a ten-minute commute to Grimsby and offer beautiful homes in peaceful locations.

Play

When you're outside of work, you're guaranteed to never get bored in North East Lincolnshire.

For shopping, choose from Grimsby's Freshney Place, or Abbeygate and Cleethorpes' Seaview Street for a boutique experience. History buffs enjoy the Fishing Heritage Centre, while Waltham Windmill offers a fun family day out.

For lovers of the outdoors, Cleethorpes Country Park and Bradley Woods are top locations for joggers and dog walkers, with the breathtaking Lincolnshire Wolds also close by. Excellent sporting facilities are available in and around the area.

If the English rain arrives, don't worry – we have a selection of leisure centres, gyms, restaurants and cinemas to keep you busy. Grimsby Auditorium is the largest professional theatre in Lincolnshire.

And if you do fancy getting away for a few days, Humberside Airport is just 20 minutes away and offers daily flights to mainland Europe. We also have a direct train service to Manchester.

Learn

Relocating can be stressful in itself without having to think about getting your children into a good school.

Fortunately, in North East Lincolnshire that isn't a problem. We have 35 primary academies, six primary schools, three junior academies, one infant academy, two infant schools and 10 secondary academies. We also have three nursery schools and two special needs facilities. Two of our secondary academies offer sixth form provision. Eight of our education facilities have been rated "Outstanding" by Ofsted, with 46 receiving a "Good" rating.

For older learners, the Grimsby Institute of Further and Higher Education and Franklin College offer dozens of courses. The Grimsby Institute houses a £6million sports centre, a £4million school of art, and an engineering and renewables centre. For university students, both the University of Lincoln and the University of Hull are highly rated and are less than an hour's commute from Grimsby.

For further information about schools in Grimsby and the surrounding area, visit: <https://www.nelincs.gov.uk/children-families-and-schools/>

For information about leisure facilities in Grimsby and the surrounding area, visit: <https://www.nelincs.gov.uk/leisure-and-things-to-do/>

For further information about housing in Grimsby and the surrounding area, visit: <https://www.grimsbytelegraph.co.uk/news/property/>

Transport links

The local airport is Humberside Airport, 14 miles from Grimsby. The dock of Hull, on the north bank of the Humber, offers daily ferries to Rotterdam, welcoming both foot and vehicle passengers.

Grimsby is directly linked to the main motorway system by the M180. This provides direct access to the M18, A1, M1 and M62. Consequently, Sheffield, Doncaster, Leeds, Hull and the Cathedral City of York are easily accessible, as is the Cathedral City of Lincoln on the A15.

Rail services for Grimsby connect via Doncaster to the East Coast main line and provide rapid frequent services to London.



Person specification

CRITERIA RELEVANT TO THE JOB	ESSENTIAL REQUIREMENTS necessary for safe and effective performance in the job	ADDITIONAL/USEFUL elements that contribute to improved/immediate performance in the job	HOW IDENTIFIED e.g. application form, interview, reference
GMC Registration	<ul style="list-style-type: none"> Full and Specialist registration in Palliative Medicine (and with a license to practice) with the General Medical Council (GMC) or be eligible for specialist registration in Palliative Medicine within six months of interview Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT 		Application form/VCV
Qualifications	<ul style="list-style-type: none"> Medical Degree from recognised medical school Higher Medical Qualification (e.g. MRCP) or show evidence of equivalent qualification SCE in Palliative Medicine or equivalent 	Evidence of postgraduate study in the specialty with appropriate postgraduate qualification (e.g. MD, PHD)	Application form
Right to work	Eligibility to work in the UK		Application form Interview
Experience	<ul style="list-style-type: none"> Clinical training/experience equivalent to that required for gaining UK CCT or within 6 months of obtaining CCT Expertise in full range of Palliative Medicine conditions including non-cancer conditions Ability to lead a multi-professional team and take full and independent responsibility for clinical care of patients Ability to undertake palliative care assessments in a variety of settings including hospice, outpatient clinics, hospital wards and in patient's homes Ability to provide palliative care advice and support to other healthcare professionals in the hospice, hospital and community settings 	<ul style="list-style-type: none"> Previous experience at consultant level/acting up Sub-specialist interest Leadership experience 	Application form Interview E-portfolio



Education	<ul style="list-style-type: none"> Enthusiasm for maintaining planned approach to CPD Evidence of understanding of clinical trials in palliative medicine. Experience of research and ability to apply outcomes to clinical practice. Demonstration of evidence-based practice. Experience in education and training of healthcare professionals at both undergraduate and postgraduate levels. Interest in leading multi-professional education. 	<ul style="list-style-type: none"> Publication in peer reviewed journal / presentations at conferences. Evidence of initiation, management and delivery of clinical trials. Higher Degree in research. Evidence of formal teaching qualifications. Training in delivery of education programmes. Training in clinical and educational supervision. 	Application Form and interview.
Research & Development			



St Andrew's
Hospice
under one roof