



St Ann's Hospice

*every day makes a difference*

## Working for St Ann's

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



At St Ann's, 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 and to ensure St Ann's 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.

**All of our team members will role model our core values...**

### *People matter*

People are at the centre of everything we do. We treat each other, and ourselves, with kindness and compassion. We value and celebrate diversity; recognising everyone as an individual.



### *Brave and bold*

We want to grow for the future, not settle. We're not afraid to do things differently, get creative, challenge ourselves and the status quo. We're ambitious in our aims, accountable for our actions and learn from our experiences and successes.



### *Lead and learn*

We're experts in what we do, and we don't stop there. We're always learning; informing and shaping the sectors we're in through education, training and research. We lead by example; sharing best practice, advancing in our fields and pioneering new approaches.



### *Together we are stronger*

Together, we're stronger and have a bigger impact than we could have alone. As a charity, we work in collaboration with supporters, partners and the communities around us. We think beyond traditional boundaries to make sure we're here for our communities for years to come.



# Specialty Doctor Job Role Profile

## Specialty Doctor: 7 Sessions

**Location Base** Heald Green

**Responsible to** Medical Director

### Core Purpose

To provide excellent medical care to those living with or affected by life-limiting illnesses

**Starting Payscale** £52,530 to £67,465  
(pro-rata)

## Job summary

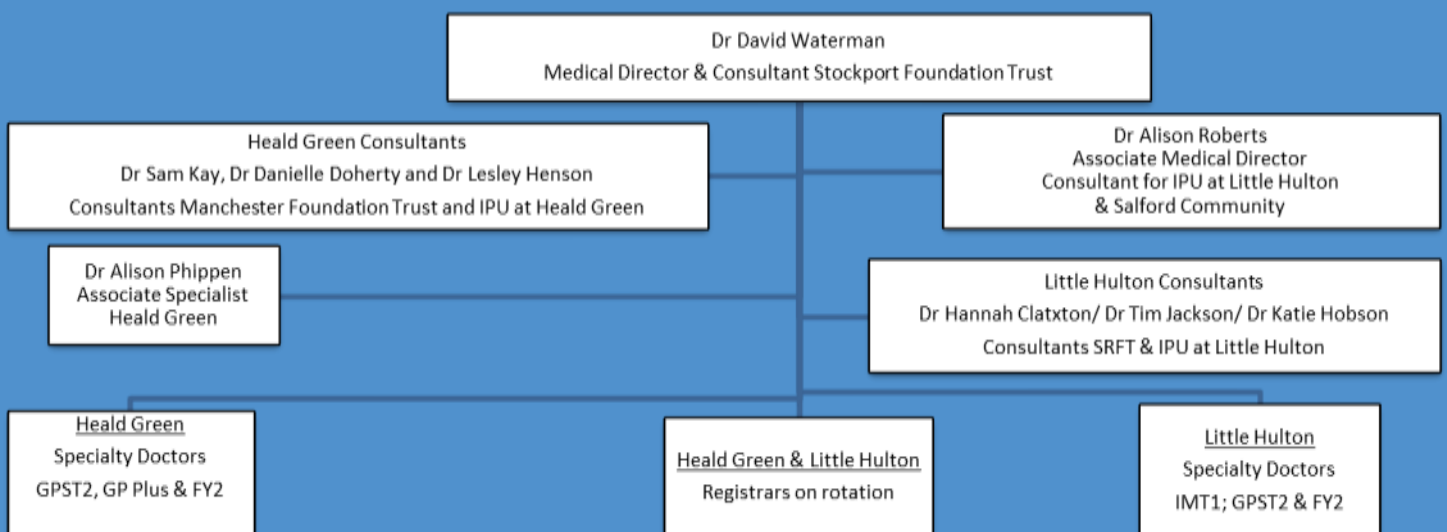
We have an established medical team with links to Salford Royal, Manchester, and Stockport Foundation Trusts. We provide medical care to the 18 beds at Heald Green and 18 beds at Little Hulton but also support Being You Centre, Outpatient Services and a 24-hour advice line.

This post will play an integral role in delivering holistic care to our patients on the inpatient unit and supporting audit and quality improvement activities. Our Specialty Doctors also help us support the training of medical students and postgraduate doctors.

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

## Medical Team- Heald Green and Little Hulton



# Responsibilities

## The Specialty Doctor will:

- ✓ Be responsible for maintenance of the highest possible standard of medical care for patients
- ✓ Assist in the daily 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.
- ✓ 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 Heald Green with Consultant 2<sup>nd</sup> on-call.
- ✓ First on-call will involve non-resident on-call in evenings and overnight, with ward round on the weekend
- ✓ Working closely with members of the multi-disciplinary team enabling a holistic approach to patient care
- ✓ Participate and lead education, training, quality improvement and research activities.
- ✓ Undertake appropriate Continuing Professional Development, appraisal and revalidation activities.
- ✓ Liaise with, and provide advice to members of the Primary Healthcare Team concerning admissions and the 24-hour advice line.
- ✓ Adopt appropriate management responsibilities when required.

# Requirements

## The Specialty Doctor will

- ✓ Be fully registered with the GMC
- ✓ 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

## The Specialty 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 and formal training in teaching would be desirable
- ✓ Demonstrate organisational skills and an ability to prioritise
- ✓ Demonstrate a knowledge of the importance of clinical governance
- ✓ show an understanding of voluntary sector funding and organization
- ✓ Attend the hospice within 30 minutes when on call.
- ✓ Use a non-judgemental approach to patients and colleagues
- ✓ show IT skills to manage the electronic patient record, clinical skills and Microsoft Office
- ✓ Meet professional health requirements

## Opportunities and Clinical Professional Development

The Specialty Doctor will be assigned to a clinical supervisor and have regular appraisals.

The Specialty 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
<b>AM</b>		HG Out-Patients 1 PA	HG ward work 1 PA	HG Ward Work 1 PA		3PA Direct Clinical Care
<b>PM</b>		HG ward work 1 PA	HG non-clinical work 1 SPA	HG Ward Work 1 PA		2 PA Direct Clinical Care  1 SPA
<b>On Call</b>		<b>1PA in respect of on call duties 1 in 5; weeknights and weekends at Heald Green</b>				<b>7 PA in Total</b>

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

1. A contract will be issued by the Hospice and the postholder's terms and conditions of employment are determined by and agreed with St Ann's Hospice. The Hospice follows an adapted model of the Terms and conditions of service for Specialty doctors – England (2008) NHS Employers. St Ann's Hospice is unable to honour previous NHS qualifying service for purposes of annual leave, sickness pay and maternity leave.
2. Medical Indemnity is required and can be arranged by the Hospice via the Medical and Dental Defence Union of Scotland.
3. Study leave is by mutual agreement up to a maximum of up to 30 days over a three year period pro-rata

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.

# Terms and conditions for Specialty Doctor

<b>Contract</b>	Permanent
<b>Work Pattern</b>	Seven programmed activities in total including 1 in 5 weeknights and weekends on call
<b>Location</b>	Heald Green (cross-site work may be required)
<b>Free Parking</b>	Free parking at our Heald Green and Little Hulton hospice sites.
<b>Holiday</b>	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.
<b>Pension</b>	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 contribution's into the scheme in the previous 12 months).
<b>Life Cover</b>	All staff in the Scottish Widows Pension scheme are provided with life cover of three times their basic salary in the event of their death whilst employed by St Ann's Hospice.
<b>Health Cash Plan</b>	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.
<b>Employee Assistance Programme</b>	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.
<b>Probation</b>	Six months.
<b>Notice</b>	Three months.



St Ann's Hospice, St Ann's Road North, Heald Green, Cheadle, Cheshire SK8 3SZ

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🌐 [www.sah.org.uk](http://www.sah.org.uk)

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Registered charity number 258085