

JOB DESCRIPTION

POST: Specialty Doctor in Palliative Medicine (Fixed Term)
Part Time post: 6 sessions/3 days per week

SALARY: 6 Sessions

DIRECTORATE: Primary and Community Clinical Service Group

BASE: Royal Glamorgan Hospital, Llantrisant, Y Bwthyn

ACCOUNTABILITY:

ACCOUNTABLE TO: Chief Executive
ACCOUNTABLE PROFESSIONALLY TO : Medical Director
ACCOUNTABLE MANAGERIALLY TO : Directorate Manager

1. INTRODUCTION TO THE POST

The speciality doctor post is part time for 3 days (6 sessions). The post will be based in Y Bwthyn Specialist Palliative Care Unit in Royal Glamorgan Hospital, Llantrisant but is a Cwm Taf Morgannwg Wide post and therefore the post holder must be prepared to work in any of the 3 palliative care units if the situation arises. The post holder in their daily role will join a complement of 2 part time consultants, and an academic F2, responsible for the provision of Specialist Palliative Medicine services to the Rhondda Taf Ely locality based in Y Bwthyn, specialist palliative care inpatient unit in Royal Glamorgan Hospital

The post provides a broad range of experience in Specialist Palliative Care services for the inpatient unit, and also supporting the community and hospital liaison services as well, in the Royal Glamorgan Hospital and in Ysbyty Cwm Rhondda

This post is offered on the terms of the Speciality Doctor contract on a part time basis, and is subject to the terms and conditions of service governing the appointment of hospital medical and dental staff in England and Wales.

2. INTRODUCTION TO THE HEALTH BOARD

Cwm Taf Morgannwg University Health Board

In June 2018 the Minister for Health and Social Services announced that responsibility for providing healthcare to the Bridgend population would transfer from Abertawe Bro Morgannwg UHB to Cwm Taf Morgannwg UHB in order to strengthen partnerships arrangements for Bridgend County Borough Council.

From 1 April 2019, Cwm Taf UHB changed its name to Cwm Taf Morgannwg UHB which takes responsibility for providing healthcare services for the people of Bridgend County Borough area, in addition to healthcare services to the populations of Rhondda Cynon Taf and Merthyr Tydfil. The boundary change means the Health Board now serves a population of 450,000 and employs 13,500 staff.

Cwm Taf Morgannwg University Health Board, from 1 April 2019, provides and commissions a full range of hospital and community based services for the residents of Rhondda Cynon Taf, Merthyr Tydfil and Bridgend. This includes the provision of local primary care services; GP Practices, Dental Practices, Optometry Practices, Community Pharmacy and the running of its hospitals, health centres and community health teams. The Health Board is also responsible for making arrangements for residents to access more specialised health services where these are not provided within the Health Board boundary.

3. ACUTE HOSPITALS WHERE SERVICES ARE PROVIDED

3.1 The Royal Glamorgan Hospital – Located near Llantrisant, this hospital was opened in 2000 and has over 500 acute beds. It provides a comprehensive range of in-patient, day case and out-patient facilities, together with an Accident & Emergency unit an Acute Mental Health Unit and diagnostic facilities services. There are also nine operating theatres based on the site.

The hospital boasts a state of the art digital Radiology Department. The well staffed Pathology Service is modern and benefits from specialist equipment. The Specialist Palliative Care service for this area 'Y Bwthyn' is located on this site and provides for In-patient, Out-patient and Day Care for patients requiring Specialist Palliative Care (SPC), there are 8 in-patient beds. The community and hospital support teams are also based at this unit.

The Royal Glamorgan Hospital is located two miles from the M4. There are many areas of outstanding natural beauty within easy reach. To the North is the Brecon Beacons National Park, and to the South is the rolling countryside of the Vale of Glamorgan and the South Wales Heritage Coast. Cardiff, the Capital City of Wales, is a cosmopolitan city of many contrasts offering a wide variety of bars, restaurants, concert venues, theatres and art galleries, as well as several shopping centres and leisure facilities. There is an excellent choice of housing within easy travelling times of the hospitals. There are established air, rail and sea links, which provide easy access for travel throughout the UK and beyond.

There is an active Postgraduate Medical Department and during the academic year, a full programme of departmental meetings, symposia and evening lectures takes place. The library is well stocked and is staffed by a full time librarian. All Consultants within the Medical Directorate are recognised as Honorary Clinical Teachers by the University Of Wales College Of Medicine, and the hospital is one of the three major DGHs involved in undergraduate medical education, with medical students regularly attached to the hospital for clinical teaching.

3.2 Prince Charles Hospital – In Merthyr Tydfil, has over 300 acute beds and provides Acute, Emergency and Elective Medical and Surgical Services, Intensive Care and Coronary Care, Consultant led Obstetrics Services with a Special Baby Care Unit, In-patient Consultant led Paediatric Medicine and has a busy Accident & Emergency Unit. There are seven operating theatres.

The hospital also provides sub-regional oral and maxillo facial services, a full range of locally provided and visiting Specialist Out-patient Services and has an extensive range of diagnostic services and facilities including 64 slice CT scanner, Nuclear Medicine investigations and MRI. State of the art facilities are provided within the Radiology Department.

Prince Charles Hospital is located in an ideal area, offering easy access to the fabulous views of the Gower Peninsular and is within 10 minutes' drive of the spectacular Brecon Beacons National Park. There are established air, rail and sea links, which provide easy access for travel throughout the UK and beyond.

3.3 Princess of Wales Hospital – The hospital is located on the outskirts of Bridgend town and provides a comprehensive range of acute surgery and medicine for patients of all ages, including inpatient, outpatient and day services. Facilities include the Emergency Department (A & E); emergency and planned surgery; emergency medicine; Gynaecology, obstetrics and neonatal unit; paediatric services; acute mental health care; operating theatres and a purpose-built Day Surgery Unit; and ophthalmology unit (day surgery and outpatients). The hospital also has an Intensive Care/High Dependency Unit; coronary care beds, a short stay unit and a full range of diagnostic and support services, a private clinic/inpatient facility and a discharge lounge. The specialist palliative care center – Princess of Wales, Y Bwthyn Newydd for Bridgend is located on this site.

4. COMMUNITY HOSPITALS AND HEALTH PARKS

4.1 Ysbyty Cwm Cynon – Is a purpose built Community Hospital opened in April 2012, providing integrated community and intermediate care services to the populations of Merthyr Tydfil and Cynon. The hospital is a 'centre of excellence' for intermediate/community services.

There are 100 in-patient beds for medical and surgical rehabilitation and intermediate care provided from 4 x 25 bed wards. Patients admitted for rehabilitation are usually transferred from Prince Charles Hospital following initial assessment and management of their acute illness. There is a dedicated nurse led discharge liaison team supported by the Local Authority discharge coordinator and Hospital based Social Worker to promote efficient patient discharge. The Hospital is managed by the Locality Team and the Health Board Consultants, Speciality Doctors and advanced nurse practitioners

There is a Specialist Palliative Care (SPC) ward with 8 beds and a 15 bed ward for the continuing assessment of Older Persons Mental Health. In addition to these wards there is a primary care day unit, various outpatient clinics, a range of therapies services and diagnostics, minor injuries, teaching dental school, ante natal and sexual health services and a range of community teams including District Nurses, McMillan Nurses, Health Visitors, School Nurses and community Midwives.

4.2 Ysbyty Cwm Rhondda Hospital – Comprises of 108 beds for Medical and Surgical Rehabilitation and Intermediate Care. A Specialist Stroke Rehab Service has been established on this site. A triage appointment Minor Injuries Unit which provides local access to appropriate treatment. A comprehensive Out-patient service is on site, supported by diagnostic and pharmacy services. This Hospital is the main focus for Community Hospital Services for the Rhondda Fawr and Rhondda Fach.

Patients are usually transferred from Royal Glamorgan Hospitals following initial assessment and management of their acute illness for rehabilitation and complex discharge planning. The Hospital managed by the Locality Team and the Health Board Consultants, Speciality Doctors and a team of advanced nurse practitioners.

There is a dedicated nurse led discharge liaison team supported by the Local Authority discharge coordinator and Hospital based Social Worker to promote efficient patient discharge.

The Primary Care Centre is also attached to the hospital providing various Primary Care Clinics.

4.3 Ysbyty George Thomas – Comprises of a newly refurbished Health & Wellbeing Dementia Hub. There are also a number of community clinical staff based on this site.

4.4 Keir Hardie Health Park - Keir Hardie Health Park was opened in October 2012. Its location is in Aberdare Road, Merthyr Tydfil. It was built as part of the 'Design for Life' NHS Trust Framework Agreement. This innovative patient environment is leading the way in delivering a new model of healthcare in the UK. The Health Park combines community health, Local Authority and GP

services. The state-of-the-art centre has replaced the outdated health facilities in the Merthyr Tydfil area.

Keir Hardie Health Park enables local health and social care staff to be colocated under one roof so that services 'talk to one another', from district nursing, community midwives and mental health, to social services, occupational therapy, audiology, dietetics and children's health.

The three-storey building is home to community dentistry, 3 x GP practices, community outpatient clinics, community therapy, community mental health, learning disability services, neuro-physiotherapy and community paediatric services. The building also houses a state of the art Telecare Demonstration flat which provides all the latest technology and equipment to enable those with chronic conditions, sight impairments or other disabilities to live independently in their own homes.

4.5 Keir Hardie Academic Centre – The Academic Centre opened in January 2015. The centre is located on the site of Keir Hardie University Health Park

The facility supports between 60 and 90 medical students each week from Cardiff University's School of Medicine with a strong emphasis on community medicine and direct patient contact.

Research has shown that the locations in which people train, commonly influences their choices of career location i.e. the anticipated benefit being those that train in Wales will remain in Wales.

4.6 Dewi Sant Health Park

Dewi Sant Health Park currently provides localised Community and OutPatient Services for the population of Taff Ely. The Health Park has recently gone through a programme of refurbishment and redevelopment to enhance the ability for local health and well-being services to be delivered at a local community level. Our @Home Services are run from the site as well as many other services including sexual health; district nursing and wider UHB services.

The site also hosts a GP Practice and a newly developed Café, along with newly refurbished dental and mental health services.

5. Y BWTHYN, SPECIALIST PALLIATIVE CARE UNIT, Llantrisant

This is the post holders base.

The Specialist Palliative Care service for Rhondda/Taf Ely is based at a purpose built unit, Y Bwthyn. This building is on the Royal Glamorgan Hospital site and

serves as the base for the whole multi-professional team; it also has eight inpatient beds and a Day Care facility.

This is a wholly NHS funded service, which was pump primed by Macmillan. Many of the CNS and AHP posts have been supported by and are still adopted by Macmillan. In the palliative care service there are trainee doctors of every grade. These doctors provide support to the inpatient unit, hospital service, community service and day care teams.

The team also provides physiotherapy, occupational therapy, and complementary therapies. We have many partners in the voluntary sector to support the wider needs of the specialist palliative care population.

Specialist Inpatient Care:

Within the Specialist Inpatient Unit there are eight inpatient beds. Patients are cared for and treated by a consultant-led multidisciplinary team, which meets formally on a weekly basis to set goals and undertake collaborative care planning.

Hospital Palliative Care Team (HPCT):

This is a Consultant-led service with a team of nurses of a variety skill mix, providing advice and support to inpatients in the Royal Glamorgan Hospital with specialist palliative care needs.

Community Palliative Care Team (CPCT):

The Community Palliative Care Team is a consultant-led multidisciplinary team. The multi-professional team is made up of doctors, nurses, physiotherapy and occupational therapy and visits patients at home according to need. Alternatively, when appropriate, patients support is provided through Specialist Palliative Care Day Care or Outpatient clinics which are held within Y Bwthyn, and are part of the Community Palliative Care support.

PALLIATIVE CARE CONSULTANTS WITH SESSIONS AT RGH:

Dr Bethan Jones - Consultant in Palliative Medicine (Royal Glamorgan Hospital)

Dr Sarbari Gupta - (Consultant in Palliative Medicine (Royal Glamorgan Hospital)

6. DESCRIPTION OF THE POST

The post holder will:-

- Together with colleagues, be responsible for the provision of specialist palliative care to patients within the Rhondda/Taf Ely Locality

- Primarily provide medical support to the specialist palliative care inpatient unit under consultant supervision. When appropriate on occasions, carry out assessment of patients in the specialist palliative day care/outpatient setting, Hospital palliative care team in Royal Glamorgan Hospital and Ysbyty Cwm Rhondda or in the community
- Provide middle grade cross cover for the Rhondda/Taf Ely Based service
- Work with colleagues in primary and secondary care to provide effective symptom control, appropriate rehabilitation and terminal care for patients within the hospital and community.
- Travelling as necessary between hospitals/clinic will be required to undertake such duties.
- You will be required to support the consultants in the efficient running of services. There is a requirement to work within the financial and other constraints decided upon by the Health Board. Additional expenses of any kind must not be committed without the approval of the appropriate manager/budget holder.
- The post holder will be required to:
 - Be a core member of the Specialist Palliative Care MDTs
 - Undertake all work in accordance with the Health Board's procedures and operating policies
 - Participate in job appraisal and review

Up until recently specialty doctors participated in a 24/7 on call specialist palliative medicine rota. With restructuring of the health board there is currently neither 24/7 nor 7/7 working for the specialty doctors, but across the whole service, all OOH working is under regular review.

Teaching

Providing education across a range of professionals is a significant part of the role of the service and it supports the training of specialist and generic trainees of every grade.

It is the philosophy of the service that the development of our non-career grades is important and much education and training is conducted for the medical staff and the wider multi-professional team. The post holder will be expected to maintain their professional development.

Audit

- The post holder will participate in departmental clinical governance

Continuous Professional Development

- Cwm Taf Morgannwg University Health Board actively supports all doctors to achieve their CPD targets as agreed at annual appraisal.

Appraisal & Revalidation

The Health Board is committed to medical revalidation and appraisals and the post holder is required to undergo annual appraisals to support the revalidation process and continuous improvement of services. The appraisal process is in accordance with the Health Board's Medical Appraisal Policy.

The Responsible Officer for the Health Board is the Medical Director, who is supported in the development, implementation and operation of the process by the Associate Medical Director for Revalidation.

GENERAL PROVISIONS

You will be expected to work with professional colleagues and the Directorate Manager in the efficient running of services and will share with the other Practitioners in the medical contribution to management. Subject to the provisions of the terms and conditions of service, the candidate will be expected to observe the Health Board's policies and procedures, drawn up in consultation with the profession on clinical matters and to follow the standing orders and financial instructions of the Health Board.

All medical staff are expected to comply with appropriate Health and Safety policies.

You will have responsibility delegated to you by your named Consultant for the training and supervision of staff who work with you, and you will devote time to this activity on a regular basis.

The post holder is accountable to a specified Consultant at all times, this will usually be a named Consultant for individual patients. In the absence or unavailability of the Consultant, clear and written details of the covering Consultant will be given.

7 DUTIES AND RESPONSIBILITIES

7.1 MAIN DUTIES OF THE POST

Provision of a service to the Health Board under the supervision of the named Consultant with the responsibility for the diagnosis and treatment, physical and psychological needs of patients under the care of the Team.

Provide specialist Palliative Care advice and support to POW hospital patients with supervision from the named Consultants.

Medical support, with the Consultants, to the wider team including where necessary, assessment of patients in the Inpatient Unit, Day Care, Outpatients, other hospitals within the Health Board or at a patient's home.

Participation in the Education Programme for Palliative Medicine/Care

Participation in the departmental audit programme annually.

These duties are an outline of the main duties of the post. The post holder may be required to undertake other duties commensurate with the grade as directed by the supervising Consultant Physician/Associate, Medical Director, and or Locality Clinical Directors. Any changes to clinical commitments would include a review of the timetable and would take account of the experience of the post holder and the need for any additional training.

The content of this post will be reviewed in consultation with the post holder when necessary and in line with changing service needs.

7.2 OTHER ASPECTS OF THE POST

Service Quality

The post holder will be expected to actively participate in the planning and development of services within existing forums, and to attend committees and meetings on an equitable basis with colleagues.

An active commitment to clinical governance including involvement in clinical audit and clinical risk management and continuing professional development is expected of the new post holder

8. VISITING PRIOR TO INTERVIEW

Candidates are encouraged to visit the Department and should contact Dr Clare Turner, Consultant in Palliative Medicine, on telephone number 01656 752003, to arrange a suitable time for the visit.

9. RISK ASSESSMENT CRITERIA

- At no time should you work at a level outside your level of competence. If you have concern regarding this, please discuss immediately with your line manager/supervisor. All staff therefore have a responsibility to inform those supervising their duties if they do not feel competent to perform a duty / task.
- You must be aware of your Terms and Conditions of Service [read your statement of main Terms and Conditions].

- If relevant to your role, access advice and support from appropriately qualified persons in respect of on-site, on-call and call in arrangements.

Staff have a responsibility to access Occupational Health and other support for advice in times of need.

10. RISK MANAGEMENT/HEALTH & SAFETY

The Health Board is committed to protect its staff, patient's assets and reputation through an effective risk management process. The post holder will be required to comply with the Health Boards Health & Safety Policy and actively participate in this process and have responsibility for managing risks and reporting exceptions.

PERSON SPECIFICATION - POST: SPECIALTY DOCTOR PALLIATIVE CARE (FIXED TERM)

FACTORS REQUIRED	ESSENTIAL	DESIRABLE	ASSESSED BY
1. Knowledge, personal skills and abilities	Able to manage common general medical conditions Understanding of psychological factors. Good communication skills.	Knowledge of symptom management. Knowledge of ethical issues in end-of-life care.	Application Form Interview References
2. Education/Qualifications and Training	Full GMC Registration.	MRCP or MRCGP. Diploma/MSc in Palliative Medicine. Communication Skills Training.	Application Form Interview Production of Evidence (Certificates etc)
3. Experience	4 years postgraduate training (or equivalent on part-time or flexible basis), 3 of which in a specialty training programme in a relevant specialty or as a fixed term specialty trainee in a relevant specialty or shall have relevant experience or competencies.	Previous experience of Palliative Care, Haematology and/or Oncology or have equivalent experience or competencies	Application Form Interview References
4. Personality requirements to include attitudes and personal disposition	Good team worker. Good communication skills. Humanity. Compassion.	Able to work independently and take responsibility when appropriate. Keen to lead change and development.	Interview References



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5. Physical requirements and attributes to include general health	Pass Occupational Health check. Resilient to emotional stresses of caring for dying patients (resilient not impervious!).		Application Form Interview Occupational Health Questionnaire
6. Circumstances e.g. mobility/availability – special attendance requirements	Able to travel to other hospitals and carry out domiciliary visits.		Application Form Interview
7. Any other special requirements			Interview References