

Phyllis Tuckwell

JOB DESCRIPTION

Job Title:	Specialty Doctor in Palliative Medicine
Salary Range:	£59,175- £95,400 prorated per annum
Base:	Phyllis Tuckwell Hospice
Accountable to:	Medical Director
Contract type:	Fixed term post ending March 31 st 2026

Job Description

This fixed term post comprises 4 or 6 PA's per week with 1st on-call out of hour's rota for Phyllis Tuckwell (PT).

The appointee will provide medical input predominantly within the Community team based both in Farnham and the smaller site at the Beacon centre in Guildford plus on the ward in Camberley as part of the 1st on call rota.

The Specialty Doctor will be professionally accountable to the Medical Director and ultimately to the Trustees of the PT. On a day-to-day basis the appointee will be under the supervision of community palliative medicine consultants.

The **Specialty Doctor** will be expected:

1. Undertaken solo or joint domiciliary visits to patients known to the community team and work with the primary care clinicians in supporting the patient at home/nursing homes.
2. To support palliative meetings and forums based on the community/ primary care.
3. To review the patient's progress at regular meetings with the multi-disciplinary team.
4. To keep accurate records that are individual, timely and identifiable, using the PT electronic record system.
5. To work in partnership with patients and their families and carers as a member of the multi-disciplinary Specialist Palliative Care Team.
6. To clerk patients on admission to the In-Patient Unit (IPU) assessing and documenting patient's physical, psychological, social and spiritual needs and devising a treatment plan when working on the IPU.

7. To review patients during ward rounds, and when clinically appropriate, reviewing and changing the treatment plan, in collaboration with the multi-disciplinary team, to provide good quality palliative care.
8. To refer deaths to the medical examiner/coroner and complete the medical certificate of cause of death as needed.
9. To reassess the patient's problems as necessary and to communicate changes of treatment and new diagnoses to the GP.
10. To be involved in the provision of out of hours cover to the In-Patient Unit. It is non-resident on call overnight during the week plus a focused face to face daytime ward round at the weekend before returning to the non-resident on call overnight. This is part of a rota of approximately 1 in 6 to 1 in 8.
11. To participate in Phyllis Tuckwell's educational programme and help with informal teaching of visiting doctors or medical students on ward rounds and to participate in audit as requested.
12. To be familiar with, and to adhere to, PT policies and guidelines.
13. Engage with appraisal and with continuing professional education sufficient to maintain fitness to practise. Funding for study leave will be made available.

Person Specification

Training Programme Requirements	Essential	Desirable
Qualifications Basic	MB BS or equivalent medical qualification	MRCGP or MRCP or other Postgraduate qualification e.g. Diploma palliative medicine
Experience	At least 3 years post graduate experience in relevant specialities Either previous palliative care experience post-registration or previous community medicine experience such as GP work	
Fitness to practise	Applicant's knowledge is up to date and is fit to practise safely Current licence to practice held with the GMC	
Health	Meets professional health requirements (in line with GMC standards in <i>Good Medical Practice</i>).	
Knowledge	Sound knowledge of basic science and ability to apply this to clinical practice	Evidence of understanding and application
Clinical skills	Clinical knowledge relevant to palliative care: Capacity to apply sound clinical knowledge relevant to the job including: symptom control, demonstrable skills in communication around end of life care, understanding of ethical issues relevant to palliative care etc. Clinical judgement: Experience in making clinical decisions and managing risk. Knows when to seek help, able to prioritise clinical need.	Specialty knowledge exam. Experience of managing end stage of non-malignant disease palliatively Clinical leadership skills
Practical skills		Show aptitude for practical skills, required in the job. E.g. syringe pumps venepuncture, catheterisation
IT skills	Good IT literacy and a willingness to learn use of application related to the post e.g. EMIS Ability to use Teams, Outlook, Word PowerPoint, SharePoint and WhatsApp.	Ability to use excel

<p>Commitment to clinical governance/ improving quality of patient care</p>	<p>Clinical governance:</p> <p>Capacity to be alert to dangers or problems. Demonstrates awareness of good decision making. Aware of own limitations. Track record of engaging in clinical governance: reporting errors, learning from errors.</p> <p>Audit:</p> <p>Understands principles</p> <p>Teaching:</p> <p>Teaching & presentation skills</p>	<p>Understands principles of research</p> <p>Evidence of active participation in audit.</p> <p>Evidence of teaching training e.g. the “teach teacher” qualification</p>
<p>Communication skills</p>	<p>Effective communication skills:</p> <p>Demonstrates excellent ability in written/spoken English communication and capacity to adapt language as appropriate to the situation.</p> <p>Empathy and sensitivity:</p> <p>Capacity to listen and take in others’ perspectives.</p> <p>Works in partnership with patients:</p> <p>Always considers patients preferences when discussing treatment options.</p> <p>Always considers the full impact of clinical decisions on the patients. Practice shared decision making.</p> <p>Directs and supports patients to access the information they need to support decision making.</p>	<p>Advanced communication skills training</p>
<p>Personal skills and motivation</p>	<p>Team working:</p> <p>Demonstrated experience working in a team, values the input of other professionals in the team</p> <p>Managing others and team involvement:</p> <p>Capacity to work co-operatively with others and demonstrate leadership when appropriate. Experience of working effectively in multi-professional teams.</p>	<p>Managerial skills</p> <p>360 degree feedback</p>

	<p>Coping with pressure:</p> <p>Capacity to operate under pressure. Demonstrates initiative and resilience to cope with setbacks and adapt to rapidly changing circumstances.</p> <p>Problem solving and decision making:</p> <p>Capacity to use logical/lateral thinking to solve problems and make decisions.</p> <p>Organisation and planning:</p> <p>Capacity to organise oneself and prioritise own work. Demonstrates punctuality, preparation and self-discipline. Understands importance of information technology.</p> <p>Flexible approach to work:</p> <p>Able to adapt and work with employers to deliver improved patient care.</p> <p>Equality and diversity:</p> <p>Promotes equality and values diversity.</p>	
Probity	<p>Professional integrity and respect for others: capacity to take responsibility for own actions and demonstrate a non-judgmental approach towards others. Displays honesty, integrity, awareness of confidentiality and ethical issues.</p>	
Commitment to ongoing professional development	<p>Learning and personal development:</p> <p>Demonstrates interest in the specialty required for the job. Demonstrates a commitment to maintaining professional skills and knowledge relevant to the job. Demonstrates a willingness to fully engage in appraisal. Self-awareness and ability to accept and learn from feedback.</p>	
Management ability	<p>Show interest and enthusiasm or demonstrate ability</p>	
Other requirements	<p>Must hold full GMC registration and belong to a medical defence organisation</p> <p>Full driving licence and a vehicle to use for home visits</p>	<p>Flexible outlook in view of changing service needs</p>

Background information about the PT

The Phyllis Tuckwell situated on the Surrey Hampshire border in the CCG of North East Hampshire and Farnham. it interacts with both the Frimley ICS and The Surrey Heartlands CCG.

PT is in its 45th year. It was named after Sir Edward Tuckwell's wife, who died from cancer. As an independent charity, PT is largely self-supporting, receiving approx. 20% of its revenue costs from the NHS. Over the next two and a half year the organisation will be based over a number sites, some of them being temporary. The inpatient unit is temporarily located in Kings Ledge nursing home in Camberley. Most of the support staff and the large part of the community staff will be working out of offices in Farnham. This location is also temporary. In Guildford there is a smaller permanent site called the Beacon Centre in the grounds of the Royal Surrey County Hospital, in Guildford. This holds all of the Living Well Services and the some of the community team

The catchment area for the PT covers West Surrey and North East Hants. This includes three place based areas: Guildford & Waverley of Surrey Heartlands ICS, and North East Hants & Farnham plus Surrey Heath, which both sits in the Frimley ICS. Within this area there are five Community Hospitals at Farnham, Fleet, Haslemere, Milford and Cranleigh. The population (approx. 550,000) is mixed urban and rural, with small areas of deprivation and ethnicity, which present a challenge to ensure services are accessible and responsive to local needs.

Across all our service areas during the year 2024- 2045 2,091 patients were supported by PT. The number of patients admitted to the IPU was 240 with a bed occupancy of 98%. Approximately a quarter of patients were discharged home. 85% of our care is delivered in the community and within our Living Well services (delivered on site) we supported 526 patients. xx% of our patients die at home.

Our largest non-cancer groups are patients with Motor Neurone Disease and chronic respiratory diseases, but we now support more than ever before patients with non-malignant conditions.

The community team consists of over approximately 17 WTE CNS, 34 sessions of consultant time from five colleagues covering clinical, research, management and educational activities and 24 sessions of Specialty Doctor/specialist registrar time. Community support is available from all members of the MDT. As well as nursing and medical this includes physiotherapists, occupational therapists, complementary therapists, pharmacist, chaplains, social workers, counsellors, patient welfare officers, and a bereavement team. We run a consultant led virtual ward and offers a number of group sessions in Living Well e.g. the rolling programme of wellbeing workshops, Storm - the teenagers support group and coffee mornings to support bereaved adults.

PT has strong links with Frimley Park Hospital, the Royal Surrey County Hospital, Woking and Sam Beare hospices and the Macmillan Community Team Midhurst, Sussex.

Key Relationships

- **Primary and Community Services**
 - Guildford & Waverley Place
 - North East Hampshire & Farnham Place
 - Surrey Heath Clinical Commissioning Place

- **NHS Acute Hospitals**
 - The Royal Surrey County Hospital NHS Foundation Trust, Guildford
 - Frimley Health NHS Foundation Trust
- **Local Specialist Palliative Care Teams**
 - Macmillan Community Team, Midhurst, Sussex
 - Woking and Sam Beare Hospices, Woking, Surrey
 - Princess Alice Hospice, Esher, Surrey
 - St. Catherine's Hospice, Crawley, Sussex
 - St. Michael's Hospice, Basingstoke, Hampshire