

Palliative Care Consultant

Applicant Briefing Pack

Welcome

Thank you for your interest in the new post of Palliative Care Consultant at St Cuthbert's Hospice.

I hope that this document answers the questions you may have as you consider whether to submit an application. If you have unanswered questions, please do contact our current Medical Director, Tim Morgan. I would encourage you to visit the Hospice to see the great opportunities that working here, and in our beautiful County, has to offer. Again, Tim would be happy to make the arrangements for such a visit.

Please also visit our website, www.stcuthbertshospice.com, and, in particular the "About Us" section where you will find our mission, vision, values and philosophy of care statements as well as the most recent editions of our Annual Report and Accounts and Quality Account.

We are actively considering extending the number of beds we offer in our In-patient Unit to 30 and the successful candidates will have a wonderful opportunity to help shape our services so they are fit for the next generation of patients and carers.

If you have the vision and drive to help us, in partnership with other stakeholders, to deliver the Ambitions for Palliative Care in County Durham, I look forward to receiving and reviewing your application.

With best wishes,

Angela Lamb
Chair of Trustees

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County Durham

Durham is a beautiful County in North East England, just three hours by train from London and less than two hours from Edinburgh.

With stunning countryside and an amazing coastline, the opportunities for rest and recreation are countless. In addition, the County has borders with Northumberland, Cumbria and North Yorkshire, each County having a rich heritage and areas of outstanding natural beauty.

The City of Durham is home to one of the UK's most iconic landmarks – Durham Cathedral. Together with the adjacent Durham Castle, this UNESCO World Heritage Site is a magnet for visitors and the local community alike.

There are fascinating heritage attractions including Beamish, the Living Museum of the North and see history come to life at Kynren - the must-see open air spectacular that takes place in Bishop Auckland every summer. Durham is also famous for its annual Miners' Gala, a celebration of the important role that coal mining has played in the past but also a celebration of the vibrant communities that are a characteristic of the County today.

The market towns and villages in the Durham Dales are fascinating to explore, the peace and tranquillity on the Durham Coast are there to be enjoyed, and there are walking and cycling routes revealing unforgettable views across the county. And when it's time to refuel you'll be spoilt for choice with award-winning eateries and delicious local produce.

There is a range of excellent schools and there is a mix of new and established housing to suit all tastes and budgets and offering excellent value for money.

Durham County is unique as it was, for many centuries a virtually independent state, ruled not by the King but by powerful "Prince Bishops". This strong independent spirit is still recognisable in the County today and Durham has a strong regional identity.

Durham is also home to the University of Durham, which is consistently rated among the World's top Universities. It has three faculties – Arts and Humanities, Science and Social Science and Health. The County is also strengthened by the presence of the Universities of Newcastle and Northumbria to the north, Sunderland University to the east and the University of Teesside to the south, offering great opportunities for academic research and professional development.

The County has a population of just under 520,000 and is part of the North East and North Cumbria Integrated Care System.

“Durham, I have come to realise, has the capacity to astound out of all proportion to its size. I don't know any place that manages to be more intimate and infinite at once.”

Bill Bryson, international author and former Chancellor of Durham University

Palliative Care in County Durham

County Durham is one of the only parts of the UK where both the Health and Well-Being Board and the Integrated Care Partnership have prioritised palliative and end of life care.

The County Durham Health and Well-Being Board has established a Countywide Palliative and End of Life Care Steering Group which is chaired by the ICPs' Director of Nursing. All of the main commissioners and providers of palliative health and social care are represented on the Group, which has set a workplan revolving around the national Ambitions for Palliative Care Framework.

The County Durham and Darlington Foundation NHS Trust employs Palliative Care Consultants who work in the acute trust and in the community. CDDFT also operates a 7 day per week specialist community Macmillan nursing team.

Willow Burn Hospice provides six non-specialist palliative care beds and a day hospice provision for the population of Derwentside. To the south, St Teresa's Hospice provides a similar service to the community of Darlington and south Durham. To the east, Alice House Hospice has two specialist palliative care beds commissioned for County Durham and provides palliative care services to the people of Hartlepool and east Durham.

Marie Curie provides a seven day per week, 24 hours rapid response nursing service.

St Cuthbert's Hospice

St Cuthbert's Hospice was the first adult hospice in the UK to be ranked outstanding by the Care Quality Commission and has continued to be an award-winning hospice. In 2016 it won national Governance Award and HR awards. In the same year it won the award of Best Employer in County Durham. In 2017, the Hospice was awarded the gold Better Health at Work Award. Its beautiful grounds have won many awards from Britain in Bloom.

The Hospice vision is to be a centre of excellence and it recognises the role innovation must play in this. St Cuthbert's Hospice was the first in the UK to employ an Admiral Nurse, developing a specialism working with people with dementia and their carers. As part of this service, the Hospice has developed a Namaste provision, one of only three Hospices to adopt this volunteer-led model of working with people profoundly affected by dementia. In 2017, the Hospice transformed its Day Hospice into a new Living Well Centre, with a revived focus on rehabilitative care. This model of rehabilitative care is now being rolled out across the Hospice. In 2017 St Cuthbert's won a new contract to deliver bereavement care for children and young people to complement the services being delivered by the existing Family Support Team. The Hospice has also developed an innovative Everything in Place project, which is working to encourage more people to get involved in advance decision-making. It is currently undertaking an innovative pilot of community outreach based on the compassionate communities model.

The Hospice is moving into a position where it can become research active, having developed a fruitful partnership with the University of Northumbria. Members of the team have already delivered posters at the Palliative Care Congress in Singapore, the National Dementia Congress in Brighton and the Hospice UK Conference in Liverpool. In addition, our Namaste Care lead was commissioned to write a book on the service she has developed and the impact it is having on patients and carers.

Our MDT includes a palliative care pharmacist, a Social Worker and Social Work Assistant, Physio and Occupational Therapists, Bereavement Counsellors, Family Support Workers and volunteer Chaplains. The Trustees are also exploring the possibility of expanding the existing 11 bed in-patient unit on land purchased adjacent to the Hospice in 2016.

The Hospice has a five year Strategic Plan which can be viewed on our website www.stcuthbertshospice.com/about/strategic-plan/

“At the worst possible time in my life, I cannot imagine anywhere I would rather have been with my loved one than in the caring arms of St Cuthbert’s Hospice. There was always a cuddle, a cup of tea and words of kindness. Nothing was ever too much trouble as you helped us along our emotional journey.”

Hospice Guest

Clinical Governance at St Cuthbert’s

There is strong clinical representation on the Board of Trustees, including retired senior NHS managers, GPs, and senior nurses.

Clinical Governance is overseen by a sub-Committee of the Board which reviews policies and clinical audits, considers strategy and monitors performance.

A lead clinicians’ group is chaired by the Head of Clinical Services, who also chairs a weekly MDT meeting.

St Cuthbert’s was among the first to adopt the Outcomes Assessment Complexity Collaborative (OACC) suite of internationally validated clinical outcomes measures for palliative care and uses this data to inform clinical decision-making. The Hospice is also able to use data derived from its bespoke acuity tool and strong incident report and review system to create a learning culture focussed on continuous improvement.

The organisation has a clear focus on its six core values, one of which is professionalism. Whilst there is a suite of policies and procedures, the emphasis is very much on allowing staff to use their professional judgement to achieve the best possible outcomes for patients and carers.

The Hospice has established an Ethics Committee to support this culture of professional reflection and in recognition of the need to provide advice and guidance

that meets best practice and that also is in tune with the expectations of the people the Hospice serves.

St Cuthbert's is a Designated Body for the purposes of revalidation.

St Cuthbert's uses SystmOne and is committed to providing an appropriate level of medical secretarial support, office facilities and access to IT.

Financial Governance

The Hospice has strong financial governance and has, for the last 5 years, either matched or exceeded the NHS pay settlement.

St Cuthbert's Hospice Services

- In-patient care for adults who need respite nursing care, symptom control or end of life care as well as planned, short-term respite care to support relatives and carers. Currently the Unit can provide its services for up to 10 patients at any one time. They can be accommodated in any of 13 ensuite bedrooms, allowing the Unit to offer 100% availability even when one or more of the rooms are out of commission (for deep cleaning, for example).
- A Living Well Service which opened in 2017 and is designed to enable and encourage more adults to access day care at the right time for them and to benefit from a greater variety of tailored treatments and activities that will help them enjoy a better quality of life. The Centre offers to every guest a holistic assessment of their individual needs and goals, followed by a personalised programme of care lasting up to 12 weeks.
- An Outpatient Service
- A Dementia Service, launched in 2014 when St. Cuthbert's became the first hospice in the country to employ an Admiral Nurse – a mental health nurse who is part of, and supported by, the national Admiral Nurse Service which specialises in dementia care. She assesses the individual needs of patient and carer, provides education and advice surrounding dementia and offers group training and help in exploring options and accessing care services.
- Family Support. A team of trained and professionally accredited staff and volunteers provide practical and emotional support for patients, their families (including children) and other carers.
- Children and Young People's bereavement service on behalf of Durham County Council.

Recruitment, Selection and Employment at St Cuthbert's

Applicants must submit an application form that includes a two page letter setting out why the applicant believes they are an appointable candidate and what they would bring to the post.

Shortlisted candidates will be notified by email by 1 June.

The Hospice will reimburse reasonable travel expenses for candidates invited to interview. These must be agreed in advance. (For applicants outside the UK, expenses are payable from the point of entry to the UK).

Interviews will be held in June 2023. Candidates can expect to be with us for about 4 hours.

The Hospice may be able to assist with relocation expenses for the successful candidate.

Anyone currently working in the NHS (or who has worked in the NHS in the previous 12 months) will be able to continue to pay into their NHS pension and the Hospice will meet the employer obligations.

All posts are offered subject to satisfactory pre-employment checks which will include a DBS check for this post.

All posts are subject to a six month probationary period prior to confirmation in post.

The Hospice provides an Employee Assistance Programme which allows staff (and immediate family members) to access free, confidential and impartial information, advice and counselling.

Medical Director and Palliative Care Consultant and Palliative Care Consultant

Indicative Workplan

The Hospice is seeking to recruit two Consultants, one of whom will have the additional responsibility of Medical Director. This is an indicative plan which will be finalised after consultation with the successful candidates and with external stakeholders but gives an indication of the mix of Hospice and community work that will need to be covered.. The Hospice is open to negotiate with applicants who wish to work more or less than the advertised sessions within the overall envelope of 6 - 18 PAs. In addition, the split between Hospice and Community Work is negotiable between the postholders. However, the shape of the workplan is agreed – that is, 2 SPA sessions for the Medical Director, 1 SPA session for the Palliative Care Consultant, 9.5 DCC sessions at the Hospice and 3.5 – 5.5 DCC sessions externally.

Day	Time (From-to)	Location	Type of Work	Classification of activity	Duration (hours)	Points
Mon	AM	SCH	IPU Review	DCC	3.5	1
Mon	PM	Community	Home visits, community outreach	DCC	4	1
Tue	AM	SCH	Teaching/Supervision/Audit/Revalidation	SPA	3.5	1
			IPU Review	DCC	3.5	1
Tue	PM	SCH/WBH	Outpatient appointments	DCC	4	1
			IPU Review	DCC	4	1
Wed	AM	SCH	IPU Review	DCC	3.5	1
Wed	PM	SCH	Revalidation, Evidence Update, Medical Director responsibilities (including monthly SMT meeting and quarterly Clinical Governance and Board meetings).	SPA	4	1
Thurs	AM	Community/WBH	Home visits, community outreach	DCC	3.5	1
			IPU Review	DCC	3.5	1
Thurs	PM	SCH – MDT	MDT	DCC	4	1
			IPU Review	DCC	4	1
Fri	AM	SCH	IPU Review	DCC	3.5	1
			Teaching/Supervision/Audit/Revalidation	SPA	0.5	1
Fri	PM	Community (SCH)	Home visits, community outreach (LWC MDT once per month)	DCC	4	1
			IPU Review	DCC	4	1
						16

Key: SCH St Cuthbert's Hospice DCC Direct Clinical Care
WBH Willow Burn Hospice SPA Supporting Professional Activities
LWC Living Well Centre

Sessions: AM 9.00 – 12.30

PM 13.00 – 17.00

The Hospice is awaiting confirmation of two additional PAs, which would take the number of PAs we are able to offer up from 1.6 to 1.8. We shall be able to confirm whether these two additional PAs have been commissioned by the time we meet shortlisted candidates. If they are funded, the two additional sessions would be added in as community sessions to the indicative workplan above.

St Cuthbert's has a service level agreement with Willow Burn Hospice to provide one session of direct clinical care to Willow Burn per week.

The Hospice supports the requirements for continuing professional development (CPD) as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

The Hospice hosts, and supports its doctors to attend, regular Complex Case Reviews where palliative care physicians in the County can seek and provide mentoring support.

DDC sessions include time for administration (including referrals and notes), dictating letters, attending multidisciplinary team meetings, seeing relatives, reviewing results and attending X-ray meetings and case presentations

SPA sessions include an allocation of time to undertake responsibilities such as continuing professional development, teaching and training, audit, job planning, appraisal and revalidation and continuing contribution to service planning, improvement and planning.

Out of hours on-call is shared between County Durham and Teesside and the postholder will be expected to join the on-call rota.

St Cuthbert's uses SystemOne and is committed to providing an appropriate level of medical secretarial support, office facilities and access to IT.