**Hospice Isle of Man**

**Job and Role Description**

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##### Consultant in Palliative Medicine

**Section 1 – *Area Information***

**Isle of Man**

The Isle of Man benefits from having the oldest continuous parliament in existence in the world today - Tynwald - and its stable political infrastructure makes it an excellent place to live and work.

The Island offers residents an excellent quality of life. With incredibly low unemployment, a temperate climate, a favourable tax regime, the lowest crime rate in the British Isles and the fact you can get from your front door to the countryside or the coast in a matter of minutes.

Aside from the fact it has some of the most stunning, picturesque scenery in the British Isles, there’s a choice of property to suit all tastes and budgets. Unlike other offshore jurisdictions, there’s no limit on buying or renting property, and mortgage tax relief is available to Manx workers.

Investment in the Island’s infrastructure is a key focus for the Government, and this is reflected in its modern facilities. State of the art schools including the recently opened, multi-million pound Bemahague School serving senior pupils in the East, mean children get the best education to set them up for their later years. The [Isle of Man College](http://www.iomcollege.ac.im/) and International Business School offer a wide range of further education opportunities, with a number of courses and degree programmes accredited by UK universities and professional bodies.

The Island has one private junior school, [The Buchan](http://www.kwc.im/the-buchan-school/buchan-home), and senior school, [King William’s College](http://www.kwc.im/), both in Castletown close to the airport.

State of the art sports facilities include The Bowl, a 3,000 capacity multi-use stadium, and the National Sports Centre, one of the best-equipped purpose-built sports arenas in the British Isles with a multitude of indoor and outdoor activities on offer during the day and in the evenings.

Manx residents are served by a state of the art, modern hospital set just outside the capital, Douglas, as well as a smaller hospital in Ramsey serving the North.

A mix of High Street, household names and independent Manx retailers, shopping facilities across the Island are excellent. Eat like a King with fresh Manx produce grown on the land or caught fresh from the sea and sold daily in supermarkets or at the regular Farmers' Markets. With so many cultural and heritage attractions on offer, there’s always something to do.

Flights and ferries link the Isle of Man to the UK, Ireland and beyond daily, meaning it’s easy to go and visit family and friends regularly. A comprehensive bus network means it’s easy to get around here.

The Isle of Man is a leading centre for finance, e-business, space commerce, insurance, aviation and shipping. The manufacturing sector is strong, and tourism is a major source of income. In order to protect jobs for Manx residents, the Island operates a [work permit](http://www.gov.im/categories/working-in-the-isle-of-man/work-permits/) system.

Tax is comparatively lower than the UK, with a maximum cap of 20% on personal income over £120,000 per annum. A zero corporation tax policy makes it an excellent place from which to run a company.

For more information about moving to the Isle of Man, head to [www.locate.im](http://www.locate.im/)

**Section 2 – *Organisation Information***

# Hospice Isle of Man

Hospice Isle of Man is part of the North West Palliative Care Network and receives around 600 new referrals each year to its comprehensive range of holistic palliative care services. The caseload is 387 patients with specific services being provided to 87 relatives.

As patient needs become more complex, we must ensure that our care environment is fit for our future. With this in mind, we are very fortunate that we have significant funding for a capital project that gives us the opportunity to improve not only our physical environment for our patients, but to also extend the reach of our care into the community and implement our enhanced community model. Hospice Isle of Man is currently undergoing major changes with investment in new buildings, staff recruitment and research and development.

Upon completion of our refurbishment our fantastic facilities will include an 11-bedded adult In Patient Unit (IPU), step down unit and a relaxation and aromatherapy zone.

Hospice Isle of Man admits around 200 patients each year for symptom control, respite care and end of life care, with approximately 40% being subsequently discharged. The average length of stay is 12 days.

The adjacent Scholl Wellbeing Centre operates on two days per week with around 500 patient attendances each year with additional Drop in Days on two days per week (with annual attendances of 1,948 patients). Rebecca House Children’s service provides nurse-led respite care as well as medical-led end of life care. Rebecca House is also undergoing extensive refurbishment and will house state of the art facilities. Our children’s service currently has 33 children and families on its caseload and plans are in development to develop a Northwest Network Consultant in Paediatric Palliative Medicine.

Hospice Isle of Man is a Hospice UK project ECHO site and facilitates this initiative for colleagues in statutory services.

Hospice Isle of Man recognises the importance for all medical staff on the Island to maintain connections with medicine in the UK and encourages links with other hospices as well as providing study leave with pay and expenses to attend approved conferences and workshops.

**Section 3 – *The Post***

***Consultant in Palliative Medicine***

**Location: Based at:** Hospice Isle of Man

**Professionally Accountable to:** The Medical Director, IOM Dept of Health and Social Care(DHSC)

**Reports to:** Anne Mills, Chief Executive Officer, Hospice Isle of Man

**Hours: 10PA’s (negotiable)**

**Pay Scale:** Consultant pay scale

This is a newly created position for a 10PA Consultant in Palliative Medicine. There will be close working relationships with the Hospice Lead Clinician/Director of Quality, Chief Executive, Noble’s Hospital Oncology Team and the DHSC Medical Director.

This is a unique opportunity for a motivated individual to shape and develop palliative services in a modern purpose built facility on the Island where there is ample scope for research and personal development in a supportive environment.

Whilst based at Hospice Isle of Man opportunities will be available for the successful candidate to engage with the Palliative Care Services at the Liverpool University Hospitals NHS Trust, including the Palliative Care Institute.

There is the opportunity to negotiate the contract for this post to be held within the NHS.

***Opportunities at Liverpool University Hospitals NHS Foundation Trust (LUHFT)***

On the 1st October 2019, Liverpool University Hospitals NHS Foundation Trust was created, bringing together a combined workforce of over 12,000 staff, the Trust has become the largest NHS employer in Merseyside and Cheshire. As well as providing general hospital services to the local population, the Trust provides a range of highly specialist services to more than two million people in the North West and beyond.

LUHFT provides general acute health care to the city of Liverpool, a population of 670,000 people. Liverpool University Hospitals NHS Foundation Trust includes three university hospitals (Royal Liverpool, Aintree, and Broadgreen) and is closely tied to the University of Liverpool. The Liverpool University Hospital foundation trust provides tertiary specialist care to a much wider population of around 3.5 million in Merseyside, Cheshire, South Lancashire, the Isle of Man and North Wales.

***Palliative Care Services at LUHFT***

The Palliative Care Services comprise of specialist hospital palliative care teams and the Academic Palliative Care Unit (APCU). The services aim to enable more patients to live and die in the place of their choice, balancing the delivery of clinical best practice with robust measurement and investigation. We view palliative and end of life care as everyone's business, supported by the full range of opportunities across our Academic Centre.

The APCU located at the Royal Liverpool Hospital opened to its first patients in January 2016 and was officially opened by Professor Sir Mike Richards. The APCU is a 12-bedded unit and enables:

* world-leading, specialist, compassionate clinical care for patients with the most complex, high-dependency palliative and end of life care needs and their families
* patients to return home or to another appropriate place of care or to experience a dignified death while being cared for on the unit
* family and friends to be supported in our *“Family and Friends Suite”*
* world-leading research and service innovation and improvement, underpinned by the Palliative Care Institute

***Palliative Care Institute (LUHFT)***

The Institute has a multi-professional profile and is under the leadership of John Ellershaw, Professor of Palliative Medicine at the University of Liverpool.  The Institute was established in November 2004 and is a leading organisation in the field of palliative care, with a specific focus on end of life care and care for the dying.

The Institute's mission is to be a centre of excellence and an international leader in care for the dying from bedside to policy through service innovation, research and development and knowledge transfer. It enables clinical excellence that makes a real and sustained difference to dying people and their relatives and carers, in order to influence those who shape and deliver healthcare for the dying. The Institute co-ordinates the International Collaborative for Best Care for the Dying Person with membership from 22 countries.

**Section 4 – *THE JOB ROLE***

**Job Role – Hospice of Isle of Man**

**Organisational Structure / Key working relationships**

The post holder will work closely with

* The Lead Clinician and Director of Quality who is responsible for the medical staffing team consisting of an Associate Specialist and four speciality doctors. Hospice IOM is recognised as a training site for F1’s and GP trainees.
* The Director of Care, who is responsible for the provision of consistently accessible, equitable and high quality palliative care across the Isle of Man, including Hospice, community and hospital settings.
* Nurse Consultant, who is responsible for developing evidence based integrated palliative service across the Isle of Man, working in partnership with statutory and non-statutory services.

**Clinical Duties and Responsibilities**

* To provide, together with the existing Integrated Palliative Care Team, a comprehensive specialist palliative care service to Hospice Isle of Man, and its community, through holistic assessment, management and treatment of patients with symptomatic life limiting illnesses and their families.
* To provide clinical leadership, advice and support to the Integrated Palliative Care Team who work collaboratively with General Practitioners and District Nurses.
* To share in delivering medical support / advice to the Hospice at Home Team and support the expansion and development of the remit of Hospice at Home.
* To attend the appropriate Multidisciplinary (MDT) meetings and be expected to provide seamless continuity of care between hospice, hospital and home including the provision of indirect care by supporting other healthcare professionals as part of an extended MDT.
* To work flexibly and collaboratively with other members of the team to ensure continuity of service provision, including out-of-hours and professional cover during periods of leave. Consideration will be made for time off in lieu (such as for weekend working)
* To work with our Scholl Academic Centre team who provide leadership in innovation, education and research in line with Hospice Isle of Man strategy and any education programmes facilitated by Hospice Isle of Man. This will include work with medical students, junior doctors and other healthcare professionals.
* To participate in clinical audit and support the wider clinical governance agenda of Hospice Isle of Man including identifying and implementing evidence based practice and research with appropriate guidelines and standards for integrated care.
* To take part in activities which meet the requirements for appraisal and revalidation, including internal and external Continuing Professional Development (CPD). Hospice supports the requirements for Continuing Medical Education (CME) as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.
* A mentor/clinical supervisor will be arranged following appointment to ensure adequate support and mentorship for the successful candidate.
* The post holder will have identified office space with a personal computer linked to the hospice and government network. The post holder will have the support of the secretarial team for administrative purposes.
* Rebecca House Children’s Hospice which is based at Hospice Isle of Man has a dedicated 4 bed children’s hospice mainly covering respite care. Rebecca House has shared care arrangements with paediatricians at Noble’s Hospital and the Children’s and Young People’s North West Network which includes Alder Hey and Manchester Children’s Hospitals. There will be an opportunity for the successful candidate to develop an interest in this field over time.

**Requirements for the Post**

The appointee must hold a licence to practice in the UK and be fully registered with the General Medical Council (GMC), be in possession of the CCT in Palliative Medicine of the Royal College of Physicians or a recognised equivalent and be on the specialist register of the GMC or within six months of accreditation on the day of interview.

**Accountability**

For matters relating to the clinical management of patients, the post holder will be accountable personally and professionally to the General Medical Council. For general professional matters, the preparation of protocols and duties of the post, the post holder will be accountable to the Chief Executive Officer in the first instance.

For managerial matters, for example relationships with colleagues, accountability will be to the Chief Executive Officer.

Hospice Isle of Man is committed to providing safe and effective care for patients. To ensure this, there is an agreed procedure for medical staff that enables them to “report, quickly and confidentially, concerns about the conduct, performance or health of colleagues” All medical staff practicing in Hospice Isle of Man should ensure they are familiar with the procedure and apply it.

**Managerial**

The post holder will provide medical leadership and work with clinical and management colleagues to develop the service, adhere to Hospice policies, and ensure that all statutory Health & Safety regulations are observed. He/she will participate in clinical governance and risk management initiatives in line with service and organisational plans aimed at improving the quality of service delivery. The post holder will work with colleagues to ensure that processes are lean and effective, optimising productivity of the service. They will participate in developing effective and safe links with other services, external stakeholders and other agencies that enhance and develop innovative patient care.

**Clinical Governance**

The appointee is expected to be committed to the improvement of quality of clinical care and development and to participate in incident reporting, risk management and Clinical Governance meetings. He / she will work with the Lead Clinician/Director of Quality, Nurse Consultant and Director of Care to ensure continuous improvement in quality at individual, team and service level and will actively participate in and encourage clinical incident reporting and safeguarding of adults at risk and children where appropriate.

**Appraisal**

Annual medical appraisal and 5-yearly revalidation will be facilitated as part of the Noble’s Hospital Appraisal and revalidation system. The current “Responsible officer” is Dr Marina Hudson. Annual objectives aligned to priorities within the Hospice IOM clinical service will be negotiated with the Chief Executive Officer or Deputy.

**Research & Development – Scholl Academic Centre**

It is expected that the post holder will participate in scholarly activity and have the opportunity to work closely with our Scholl Academic Staff to take forward innovation, education , research and development, working closely with our three Honorary Professors and our visiting Professor of Research. Research and Development is fundamental to patient safety. Research and Development activities are an important use of Supporting Professional Activities (SPA) time.

**Audit**

The appointee will be expected to actively participate in audit including all relevant audits set out in Hospice Isle of Man’s audit plan. He / she will be expected to initiate and supervise audit projects related to his / her particular interest.

**Continuous Professional Development / Continuous Medical Education**

Hospice Isle of Man supports the requirements for CPD as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

Taking study leave is a necessary part of CME / CPD. Application for study leave must be submitted six weeks to the dates requested. There is a study / professional leave entitlement of 30 days over a three year period. Study leave is agreed by the Chief Executive and should be linked to the individual’s personal development plan. Evidence of CME participation will become part of the post holder’s portfolio.

Hospice Isle of Man recognises the importance for all medical staff on the Island to maintain connections with medicine in the United Kingdom and visits to RLUH, Northwest Networks and other hospices, working with colleagues in other settings is an essential part of CPD.

**Teaching**

The post holder will actively participate in the provision of multi-disciplinary teaching to support the Education Strategy of the hospice and undertake other teaching as requested. He / she will encourage teaching and support the development of Foundation Doctors and General Practitioners in training posts. This may include clinical and educational supervision as appropriate. Internal training may include team meetings in relation to professional development and support for independent nurse prescribers and staff undertaking physical assessment modules.

**Health & Safety/Security**

It is the duty of all employees to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person’s responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.

The Hospice operates a no smoking policy.

**Information Technology**

To use a computer as necessary for clinical work, including literature searches, and be able to develop and maintain training packs and information leaflets, inputting data, e-mailing, report writing and other tasks as necessary for the efficient running of the service and/or training needs.

There will be an opportunity to use advanced statistical and other software packages (SPSS, spreadsheets, graphics, referencing programmes, PowerPoint etc.) for the analysis and presentation of clinical, audit data. (Appropriate training will be provided).

**General**

The employment contract will be issued by Hospice Isle of Man although this is subject to negotiation if the successful candidate prefers the contract to be held within the NHS

Employees are responsible for ensuring that they are aware of and comply with the quality governance and risk management arrangements of the Trust, and contribute to the development of the organisation’s governance action plans and demonstrate an awareness of national guidelines and legislation relating to health and social care.

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974) and ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

Employees must be aware of the Data Protection Act and Freedom of Information Act. You are required to obtain process and/or send information held on a computer in a fair and lawful way, to hold data only for the specific registered purpose and not to use or disclose it in any way incompatible with such purpose, and to disclose data only to authorised persons or organisations as instructed.

**Infection Control**

All staff will adhere to infection control policies and procedures at all times and carry out role specific duties as per roles and responsibilities.

**Confidentiality**

Confidentiality/Data Protection regarding all personal information and Hospice activity must be maintained at all times (both in and out of working hours). All staff should ensure that they are familiar with and adhere to all privacy, confidentiality and security policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action taken.

**Health and Safety**

All employees have a duty to take reasonable care to avoid injury to themselves or to others and to co-operate with the Hospice in meeting its statutory requirements.

**Safeguarding**

All Hospice employees are required to act in such a way that at all times safeguards the health and well-being of children and vulnerable adults.  Familiarisation with and adherence to safeguarding policies is an essential requirement of all employees, as is participation in related mandatory/statutory training.

**Equality and Diversity**

It is the responsibility of every member of staff to understand our equality and diversity commitments and statutory obligations under current equality legislation including the Disability Discrimination Act 2005, the Equality Act 2006 and the Race Relations (Amendment) Act 2000 and to:

Act in ways that support equality and diversity and recognises the importance of people’s rights in accordance with legislation, policies, procedures and good practice.

Valuing people as individuals and treating everyone with dignity and respect, consideration and without prejudice, respecting diversity and recognising peoples expressed beliefs, preferences and choices in working with others and delivering appropriate services.

* Recognise and report behaviour that undermines equality under Hospice policy.
* Be consciously aware of own behaviour and encourage the same levels of behaviour in colleagues.
* Acknowledge others’ different perspectives and recognise the diverse needs and experiences of everyone they come into contact with
* All employees must develop and uses measures to hold self and others accountable for achieving results that embody the principles of diversity and Identifies equality and diversity training and development needs for staff and self.
* With the support of managers develop an equality and diversity objective through the personal development review process.

All employees have a duty to promote and instil a culture of integrity and ensure that individual differences are valued and everyone is treated with fairness, dignity and respect*.*

**IT Skills**

All staff are expected to have or to gain a minimum of basic level IT skills to enable them to use the Hospice IT systems to support Hospice services and needs and security policies and procedures.

**Records Management**

All staff are personally responsible for record keeping. A record is anything that contains information in any medium e.g. paper, tapes, computer information, etc. which have been created or gathered as a result of any patient/service user activity. All individuals within the Hospice are responsible for any records they create or use. Please ensure that records are retained in accordance with the Records Management Policy and are stored in a manner that allows them to be easily located in the event of a Freedom of Information (FOI) request.

**Information Quality**

All staff must ensure complete and accurate data is collected to the highest standard at all times. Data collection should be supported by adequate documentation and processes should be regularly reviewed. Staff should ensure that processes conform to national standards and are fit for purpose.

**Freedom of Information**

In accordance with Freedom of Information and other associated legislation, the Hospice may be required to make public recorded information available upon a request, or do this as part of a publication scheme. Please note, that in your public role, your name or job role may be contained in a document that is published in accordance with such legislation

**Change of Job Description**

This is not an exhaustive list of duties and responsibilities, and the consultant may be required to undertake other duties which fall within the grade of the job, in discussion with the managers and organisational representatives.

This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.

**Section 4 – *The Job Plan***

A formal job plan will be agreed between the appointee and Hospice Isle of Man within three months after the commencement date. Therefore the job plan for the first three months will be provisional. A Level 2 training / qualification will be provided to the role holder to allow them to be an educational/clinical supervisor (if such a qualification is not already held).

The job plan will be a prospective agreement that sets out a Consultant’s duties, and responsibilities for the coming year. It will cover all aspects of a Consultant’s professional practice including clinical work, teaching, research, education and managerial responsibilities. It will provide a clear schedule of commitments, both internal and external.

The job plan will be reviewed annually, following the Annual Performance Review.

**Provisional Assessment of Programmed Activities 10 (PAs) in Job Plan**

* Direct Clinical Care (DCC): **7.5**PA’s on average per week to include clinical activity, clinical related activity, predictable and unpredictable emergency work
* Supporting Professional Activities (SPA): **2.5** PA’s on average per week to include Research and Development, CPD, audit, revalidation, administration and teaching activities.

The following provides scheduling details of the clinical activity and clinical related activity components of the job plan which occur at regular times in the week. Agreement should be reached between the appointee and the Chief Executive with regard to the scheduling of all other activities, including the SPAs.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Day** | **Time** | **Location** | **Activity** | **Hours** | **DCC** | **SPA** |
| Monday AM | 09:00 – 12:00 | Hospice | Handover and  review of Patients on the IPU | 3 | 0.75 |  |
| 12:30 – 14:00 | Nobles Hospital | Lung MDT | 1.5 | 0.375 |  |
| Monday PM | 14:00 – 17.30 | Nobles Hospital | Joint Oncology/Palliative Care Clinic | 3.5 | 0.875 |  |
| Tuesday AM | 09:00 – 10:00 | Hospice | Palliative Care MDT | 1 | 0.25 |  |
| 10:00-11:00 | Hospice | Community Team meeting | 1 | 0.25 |  |
| 11:00 – 13:00 | Nobles/Community | Review of patients Nobles/Community | 2 | 0.50 |  |
| Tuesday PM | 13.30 – 17:30 | Nobles/Community | Review of patients Nobles/Community or clinical administration | 4 | 1 |  |
| Wednesday  AM | 09:00 – 13:00 | Hospice | Professional Development/ Audit/Research/Teaching | 4 |  | 1 |
| Wednesday PM | 13:30 – 17:30 | Hospice | Outpatient Clinic / Face to Face/ Telemedicine clinic | 4 | 1 |  |
| Thursday AM | 09:00 – 10:00 | Hospice | Community Team Meeting | 1 | 0.25 |  |
| 10:00 - 13:00 | Nobles/Community | Review of patients in Nobles/Community or clinical administration | 3 | 0.75 |  |
| Thursday PM | 13:30 – 17:30 | Hospice | Professional Development/ Audit/Research/Teaching | 4 |  | 1 |
| Friday AM | 09:00 – 10:00 | Hospice | Community Team meeting | 1 | 0.25 |  |
| 10:00 – 12:00 | Hospice | Review of patients Nobles/Community or clinical administration | 2 | 0.50 |  |
| Friday PM | 12:00 – 14:00 | Nobles Hospital | Grand Lecture Round | 2 |  | 0.50 |
| 14:30 – 17:30 | Hospice | Review of patients in IPU | 3 | 0.75 |  |
| **Total** |  |  |  | **40** | **7.5** | **2.5** |

It is anticipated that the personal workload for the post holder would be approximately 25 consultations per week seen in Outpatient Clinics at Hospice and Noble’s, In patient Unit at Hospice Isle of Man and Domiciliary visits

Out of Hours commitment would be Second on-call only and this would be shared with the Lead Clinician/Director of Quality. This on-call activity would attract an additional 3% uplift to salary which is based on the historical and expected frequency. Additional clinical work occurring out of hours can be separately recorded on a timesheet and paid in addition to the basic salary. Additional consideration can be made for time off in lieu if required.

Supporting Professional Activities (SPA): 2.5 PA’s on average per week to include: Research and Development, CPD, audit, revalidation, administration and teaching activities.

The opportunity for extra PA’s and SPA’s may be available.

1. **Requirements For The Post**

The appointee must hold a licence to practice in the UK and be fully registered with the General Medical Council (GMC), be in possession of the CCT in Palliative Medicine of the Royal College of Physicians or a recognised equivalent and be on the specialist register of the GMC or within six months of accreditation on the day of interview.

1. **Conditions of Service**

This post is covered by the terms and conditions of service of the Consultant Contract (2003), subject to beneficial locally agreed variations, approved by the BMA.

The post will be offered subject to the following:

* The post holder should hold the MRCP (UK) or equivalent qualification
* References covering the past three years of employment, of which one must be current or the most recent employer.
* One satisfactory reference from a Responsible Officer at the current Designated Body.
* Current full GMC registration with a licence to practice (CCT)
* On the Specialist Register (or within six months at time of interview)
* Evidence of the right to take paid employment within the UK.
* Occupational Health clearance including medical examination if required.
* The post holder will work collaboratively with and provide cover for members of the medical team, including out of hours, and will fulfil on-call commitments as per rota.
* Enhanced Disclosure and Barring Service clearance.
* The post holder will be indemnified by the Isle of Man Department of Health and Social Care for work undertaken as part of his / her Contract of Employment.
* Annual leave must be applied for at least 6 weeks in advance and approved by the Chief Executive. The annual entitlement is 33 days per year on a full time contract.
* The post holder will be paid in accordance with the Terms and Conditions for Medical Staff, and be assimilated onto the salary scale taking into account all Consultant service.
* Hospice Isle of Man expects all medical staff to work within the guidelines of the GMC ‘Guide to Good Medical Practice’ which can be viewed on the GMC website [www.gmc-uk.org](http://www.gmc-uk.org).

1. **Contact Information and Arrangements to Virtually Visit (via Zoom)**

Mrs Anne Mills

Chief Executive Officer, Hospice Isle of Man

E-Mail: [anne.mills@hospice.org.im](mailto:anne.mills@hospice.org.im)

Telephone: 01624 647444

Dr Ben Harris

Lead Clinician and Director of Quality, Hospice Isle of Man,

E-Mail: [ben.harris@hospice.org.im](mailto:ben.harris@hospice.org.im)

Telephone: 07624 451660

Professor John Ellershaw (visiting professor Hospice Isle of Man)

Professor of Palliative Medicine, University of Liverpool  
Director, Palliative Care Institute Liverpool  
Clinical Director, Academic Palliative & End of Life Care Department, Royal Liverpool & Broadgreen University Hospitals NHS Trust

Academic Palliative and End of Life Care Centre

E-Mail: Ellershaw [J.E.Ellershaw@liverpool.ac.uk](mailto:J.E.Ellershaw@liverpool.ac.uk)

1. **Personal Specification**

|  |  |  |
| --- | --- | --- |
| **Requirements** | **Essential** | **Desirable** |
| **Qualifications**  Professional | MBBS or equivalent  MRCP (UK) or equivalent  Licence to practice and full registration with GMC  European Community Rights | Additional qualifications related to Palliative Medicine  An appropriate Higher Degree e.g. MSc, MD or PhD |
| **Training in Medicine** | Holds CCT in Palliative Medicine or equivalent or will obtain  within 6 months of interview date  Name to be on Specialist Register (CESR) on date of taking up appointment or European Community |  |
| **Teaching** | Experience of teaching all types of multi-disciplinary professionals from students to peers | Teaching qualifications, e.g. Educational supervision courses, Cert Med ED  Up to date educational appraisal |
| **Clinical Skills** | Experience in all aspects of Palliative Care and Oncology in varied settings  Ability to offer expert clinical opinion on a range of problems  Ability to take full independent responsibility for the clinical care of patients | Awareness of the benefits of an integrated system within palliative and end of life services  Understanding of the place of Voluntary Hospice Services |
| **Scholarly**  **Activity** | Ability to apply research outcomes to clinical practice  Experience of research, particularly in collaboration with other clinicians | Evidence of personal research publications |
| **Leadership** | Excellent leadership, influencing and motivational skills  Adaptive leadership styles  Effective in addressing poor performance in accordance with hospice policy  Consciously reviews mistakes and successes | Leadership and Management Training  Track record of service improvement projects |
| **Audit** | Thorough understanding of principles of medical audit.  Must have undertaken and completed audit projects. | Proven ability to produce audit |
| **Motivation** | Punctuality, reliability, initiative  Common sense  Enthusiasm  A sympathetic approach to patients and their relatives  Have undertaken a postgraduate course on communication skills (or ensure that one is undertaken within one year of appointment) |  |
| **Team Working** | Ability to establish good professional relations with others  Can demonstrate inclusivity, equality and diversity  Experience of multi-disciplinary and  multi-agency working |  |
| **Disposition** | Flexible approach to working  Can learn from sharing experience and knowledge  Can demonstrate honesty and integrity  Can actively listen to comments/challenges and respond constructively |  |
| **Other** | Excellent communication skills in both written and verbal domains  Can develop and coach an effective team to perform to the best of their ability  Full driving licence | Experience of speaking in public and at large meetings  Experience of change management,  financial management, business and service planning |