



Information Pack

Consultant in Palliative Medicine



Salary Scale: Consultant pay scale

Closing Date: 31st January 2021

Interviews Planned for: Mid February 2021

Hospice influenced care

Much More Than a Building



This is a unique opportunity for a motivated individual to shape and develop palliative care services on the Isle of Man.

As patient needs become more complex, we must ensure that our care environment is fit for our future patients, providing greater independence, privacy and dignity.

We are very fortunate that we have received significant funding for a capital project. The project gave us the opportunity to improve our physical environment for our patients, to extend the reach of our care into the community and to implement our enhanced community model. Hospice Isle of Man has recently undertaken major changes with investment in new buildings, staff recruitment and research and development. Our facilities include an 11-bedded adult In Patient Unit (IPU), step down unit and a Scholl WellBeing Centre.

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.

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.

We work closely with the Department of Health and Social Care (DHSC) to ensure that we are neither duplicating nor under-resourcing services available within our community.

We are committed to providing care to anyone on the Isle of Man living with a condition which is terminal or life limiting. In order to do this we need to reach out beyond our building and work in partnership with a range of stakeholders within our community networks.

Regardless of location we will ensure that our care partners are equipped with the knowledge and skills that support people living on the Isle of Man to live well, their way, to the end of their life.

Our Range of Services

Rehabilitation

In patient Unit

Hospice at Home

Community Nursing Service

Spiritual & Bereavement Support

Complementary Therapies

Young Peoples Support Service

Rebecca House

Scholl Wellbeing Centre

Lymphoedema Service

Psychological Support

One Purpose

Supporting you to live well, your way,
to the end of your life

Three Commitments

Delivering what
matters to you

Working in
partnership

Keeping things
simple

Five Goals

1

Support
people to be
independent

2

Reach more
people,
earlier with
easier access

3

Share, learn
and educate

4

Drive
innovation
for better
care

5

Be
sustainable
and fit for
the future

Our Scholl Academic Centre

Our **Scholl Academic Centre** hosts our **Research Team, Palliative Care Academy, Project ECHO** and **Compassionate Isle of Man**.

Academic research allows us to find the best ways for Hospice to provide the right care at **the right time in the right place** for people needing palliative and end-of life care in the Isle of Man.

Through research we will develop and evaluate new models of integrated palliative and end of life care that better suit the needs of the people who use our service.

Our Palliative Care Academy will give you every available opportunity to progress through education and training. Here we bring together our goal of 'Share, Learn & Educate' because at Hospice we are passionate about developing our people.

We deliver, and host, a range of training programmes and events for professionals, carers, community partners and our great volunteers to build the knowledge, skills and confidence that enable our staff to achieve their chosen career.

Our Projects

Project ECHO

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

Launched in 2018, through our Island based spokes we have extended the reach of tele-mentoring across the Island. Inviting specialist speaker presentations and case based learning. We have increased confidence and skill in nursing homes and reduced hospital admissions.

Compassionate Isle of Man

Providing a community approach, Compassionate Isle of Man enables and empowers patients and their families to help and support one another at times of crisis. Our Compassionate Volunteers include a Friend to The End providing care and support to patients and families transforming social attitudes and building resilience in community settings.

Our Hospice Values

Our Values are at the heart of everything we do. They are an important part of how we will deliver our strategy, in partnership with communities over the next five years and beyond.

In October 2018, Hospice launched its five year strategy “Much More Than a Building”. We listened to key messages from our Islands population and through “What Matters to You, Matters to us” project we are committed to providing Hospice influenced care to all who need it.



Our Benefits

We can offer you generous holiday entitlement of up to 33 days per year plus 10 General bank Holidays, flexible working arrangements, a competitive salary and pension scheme.

To take care of your health and wellbeing, you will have access to staff social events, gym membership discounts, staff and volunteer choir and a confidential staff welfare support service.

One of the safest places to live in the British Isles, the Isle of Man is a self-governed crown dependency, crammed full of incredible beaches, beautiful scenery great work life balance and excellent schools. The Isle of Man has been praised for its effective response to the global pandemic. Currently, due to the lack of cases in the community, people on the Island are enjoying a life free of social distancing regulations.

We recognise that successful candidates relocating to take up posts on the island will incur related costs. Hospice Isle of Man operates a relocation scheme to help with any costs incurred.

Our relocation policy is made up of three parts:

- Removal expenses
- Recruitment incentive

- Housing assistance

Hospice Isle of Man offer financial assistance to staff on commencement of employment to assist with relocating themselves, their dependants and their personal effects to the Isle of Man. The following provides details of who may be eligible for relocation costs:

- Staff appointed for a term longer than 12 months (up to a maximum of £7,000)
- Staff appointed for a term of 12 months or less (up to a maximum of £1,000)

If you have any questions regarding your relocation to the Isle of Man please contact our HR Team.

hr@hospice.org.im

For more information on our unique Island please visit [Locate Isle of Man](#).

A Special
Place to Live...

86%

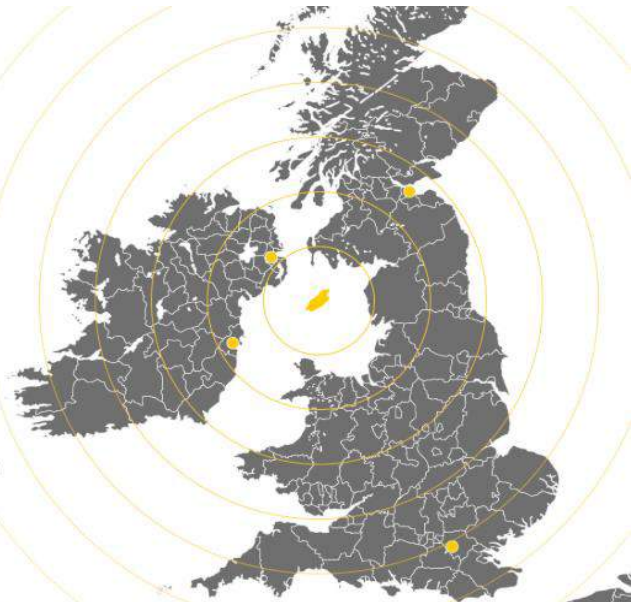
of residents say they have an
excellent quality of life

14%

higher average annual salary on the
Isle of Man than the UK

Safest

place to live in the British Isles



#LiveTheDream

Welcome to the Isle of Man

▶ Make Your 'One Day' Today



Our Connections

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.

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.

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

We strongly encourage any potential candidates to get in touch and talk through any questions you may have regarding this exciting post.

Contact Information

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

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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

To apply please send your completed application form and C.V. to:

hr@hospice.org.im