

# Be part of something special

Rewarding careers, whatever your specialty. Join your local hospice care provider.

## Our purpose

- Rennie Grove Peace provides palliative, end of life advice, support, education and a wide range of services to those people who are registered with a West Hertfordshire or Buckinghamshire GP practice.
- Rennie Grove Peace is a specialist palliative care provider whose services are delivered by a multi-disciplinary team of nurses, doctors, Allied Health Professionals, therapists, support staff and volunteers who will ensure the right service is delivered by the right person at the right time.
- Professional and self-referrals are received for patients and those who care for them, including from the health and/or social care workforce.
- Our services cover a total population of 1,043,843 (based on GP locality alignments), 103 GP practices across a square mileage coverage of 895 miles.
- Our total combined clinical workforce is: 187.5 wte with a headcount of 204.



## Through joining Rennie Grove Peace clinical team, you will...

- Have access to a wide range of internal opportunities to progress your career.
- Receive specialist education and development support.
- Be part of an outstanding multi-disciplinary team.
- Experience fantastic team rapport, clinical supervision and peer-to-peer support.
- Get to spend real time with patients as we operate a high staff-to-patient ratio.



Scan here to view our latest vacancies



Scan here to watch our latest videos

# Meet the teams

## Inpatient Services

The Inpatient Unit (IPU) is a 12-bedded, short stay unit based at the Peace Hospice building, providing high quality, specialist palliative care which includes symptom control, rehabilitation and end of life care for individuals whose symptoms cannot be managed at home or hospital. The team deliver holistic care for patients and their families including physical, emotional, spiritual and practical support for those living with a progressive life-limiting illness. The IPU supports the values of Rennie Grove Peace in its caring and relaxed environment, treating all patients and those who care for them with respect and dignity. The IPU multi-disciplinary team consist of trained specialist palliative care nurses and health care assistants, Doctors, Pharmacists and the wider Rehabilitation and Wellbeing Supportive care team.



Our Bereavement, Listening and Talking Therapies provision consists of three Counselling teams, and all our counselling is provided free of charge. Student Bereavement Counsellors, BACP Registered Volunteer Bereavement Counsellors, and IAPT Accredited Counsellors sessions are provided through virtual technology, 1-1 and group sessions. By focusing on quality of life both for patients and those who care for them, as well as our bereaved clients, we can help them make every moment together matter. We offer the opportunity to access a range of different interactions to reflect on their experiences in a safe and confidential manner.

## Outpatients, Rehabilitation & Supportive Care Services

### Outpatients and Rehabilitation

Provide a range of holistic nursing, rehabilitation and therapies and Social Worker support services from two day services centres – Peace Hospice and Grove House. This includes dedicated nurse-led outpatient clinics and assessment clinics. The multi-disciplinary services include a very wide range of rehabilitation interventions and support and self-management. To achieve our aims, to widen access and ensure the right team are supporting the right people, we offer three tiers of outpatients and rehabilitation support (universal, targeted and specialised) which may change over time to meet the specific needs of each patient. Many of these services are planned to outreach into our local communities as part of our Compassionate Community hub programme will be delivered at community hubs. The therapy teams also provide their expertise and services within the IPU and our Community Adult and Children Services.



### Supportive Care

Provide a range of supportive and wellbeing services which are there for the families and those who care for patients with a progressive life-limiting illness or are bereaved themselves. There is also support and advice for those who drop in to our day centre or at our community hubs. Our Complementary Therapy team offer a wide range of treatments to patients and those who care for them, these include Acupuncture, Reflexology, Scar Therapy, Massage and Reiki as well as offering group relaxation focused sessions.

## Community Services

The Community Hospice at Home Nursing and Doctor Service provide 24/7 care for patients who wish to remain at home or in their care home. Care is tailored for each individual as often as needed.



There are three locality teams: Buckinghamshire, North West Hertfordshire and South West Hertfordshire, working out of each of the four bases across the geographical area we cover. The virtual model of care is delivered by a multi professional team who are able to provide planned ongoing support and symptom management and unplanned responsive intensive intervention for those patients whose condition becomes unstable or when in the last weeks of life. We support the facilitation of patient discharge and prevention of unwanted hospital admissions in line with patients' wishes. A plan of care is agreed with each individual, or family as needed, to ensure their comfort and care is maximised but always until a stable plan is in place. Re-referrals and self-referrals are able to be made as needed.

Our Rapid Personalised Care Service (RPCS) is fully commissioned by the NHS in Hertfordshire, whilst a pilot of a similar model operates in Buckinghamshire. It provides personal care for up to 12 weeks to patients receiving end of life care at home. Patients are referred by healthcare professionals through a single point of access and are supported by a team of specially trained carers, a care coordinator and service lead. Packages of care are provided within 48 hours of a referral and, in practice, frequently start on the same day as the referral is received. The service operates from 7am to 11pm, with care being provided up to four times a day by up to two carers to ensure the support and comfort of patients and their families at end of life.

## Children Services

Our Children's Hospice at Home Service currently covers the areas of Buckinghamshire, excluding Milton Keynes and North West Hertfordshire locality (Dacorum, St Albans and Harpenden). The current team of trained children's nurses, support workers, therapists and volunteers work in collaboration with both Keech Hospice and Helen & Douglas House dedicated Children and Young Person's (CYP) hospices, as well as the NHS community children services. The service operates seven days a week, with availability of 24-hour support for patients and their families in the last days of life. A wider review with CYP partners will be undertaken in 2023/2024 to consider how we can improve pathways and coordination of care across both Hertfordshire and Buckinghamshire.



## Community Engagement Services

Through engagement activities we raise awareness of Rennie Grove Peace Hospice Care, promote equality, diversity & inclusion, increase our profile in the community we serve and target under-represented groups. Our Compassionate Communities project unlocks people's compassion and enables building a stronger, connected community for all people touched by death, dying or loss. We achieve this by growing a network of people across our localities who are bereaved and/or living with a progressive life-limiting illness providing support by our trained volunteers at community-based venues. Our Community Neighbours and Supporting Hands services are delivered by trained volunteers who provide 1-1 sustained support via in-person visits and phone calls.



## The Operations and Performance Directorate

This directorate is responsible for supporting the whole organisation to meet its vision and overall strategic ambition standards. The team ensures the charity adheres to regulatory requirements, monitors performance, proactively manages risk, provides quality assurance clinical governance and demonstrates improved outcomes across all services. Rennie Grove Peace is committed to delivering the highest care, charity and best practice standards, ensuring our intended outcomes reflect the needs of our local population and we operate in an effective, efficient and ethical manner. This team is also responsible for ensuring the organisation's upholding of the CQC fundamental standards.



## Medical team

The Medical team works across our three main patient services – Inpatient Services, Community Services and Outpatient Services. They provide specialist medical and pharmacy support to patients as well as advice, support and education to nursing staff and allied healthcare professionals within the team. The clinical teams have access to medical support out of hours across the area we serve.





# Where we offer our care

We offer hospice services (HPS) out of four provider locations:

1

Our registered location and Head Office is Peace Hospice, Peace Drive, Watford, Hertfordshire WD17 3PH

- Inpatient Unit (12 beds)
- Coordination Centre (single point of contact)
- South West Community team (Palliative Response Team and RPCS team)
- Outpatients, Rehab and Day Services
- Supportive and Wellbeing Services

*Wheelchair access is available as well as ease of public transport due to its central Watford location*

## Catchment area



2

Rennie House, Unit 3 Tring Industrial Estate, Icknield Way, Tring, Hertfordshire HP23 4JX

- North West Hertfordshire and Buckinghamshire Community Hospice at Home and RPCS team
- Children Services team
- Supportive and Wellbeing Services
- Bereavement, Listening and Talking Therapies

*This location is offices – no patient services are directly delivered here*

3

Gillian King House, Hodgemoor View, Chalfont St Giles, Buckinghamshire HP8 4LS

- Buckinghamshire Community Hospice at Home Services
- Children Services team

*This location is offices – no patient services are directly delivered here*

4

Grove House, Waverley Road, St Albans, Hertfordshire AL3 5QX

- Clinical Leadership Team (CLT) office – *note the CLT rotate across all bases*
- North West Community Hospice at Home team
- Outpatients, Rehabilitation and Day Services
- Supportive and Wellbeing Services
- Children Services team
- Bereavement, Listening and Talking Therapies

*Wheelchair access is available as well as ease of public transport due to its central St Albans location, adjacent to St Albans City Hospital*

## How to apply

Please visit [renniegrovepeace.org/work-with-us](https://renniegrovepeace.org/work-with-us)