



Children's Hospices Across Scotland

Job Details

Job Title: Children's Hospice Doctor	Location: Rachel House Kinross
Responsible to: Medical Director	Salary: Aligned to NHS Scotland Consultant or Associate Specialist Terms and Conditions of Service, or equivalent to General Practice
Working hours: 3 Sessions	No participation in medical out of hours rota

Introduction and Background

Children's Hospices Across Scotland (CHAS) provides specialist palliative care to babies, children and young people with life shortening conditions across Scotland. We have two hospices: Rachel House in Kinross and Robin House in Balloch. We support babies, children and young people with life limiting conditions who need children's palliative care. This includes:

- Symptom management admissions
- Short planned breaks
- Crisis stays due to social/care issues
- Outreach community based care
- End of life care in any setting and usually in co-partnership with the NHS
- Post bereavement care/ use of Rainbow Room

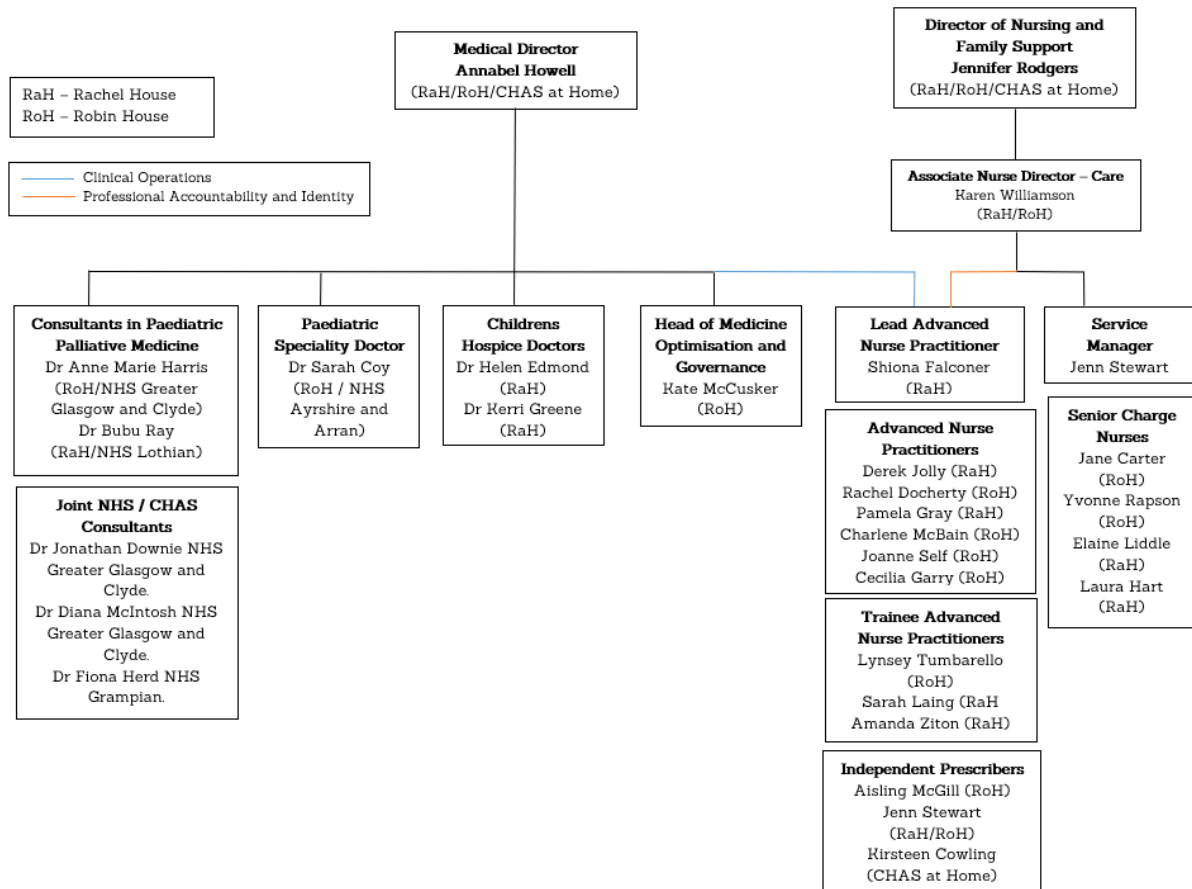
The clinical team consists of consultants, doctors, advanced nurse practitioners, independent prescribers, head of medicine optimisation and governance and nursing and family support team members. The team liaises closely with NHS and local authority professionals to ensure that flexible and collaborative care is optimal.

CHAS does not hold clinical responsibility for children not resident at a CHAS hospice. However, increasingly families are being offered care at end of life for their child at home as a choice. When this is possible CHAS is part of the multi-agency team around children and their families which provides this.

Introduction to Appointment

Applications are invited for doctors interested in 3 sessions per week working as children's hospice doctor. This is an exciting opportunity to join an established service running two children's hospices and CHAS at Home. As part of a multidisciplinary team, we support approximately 400 children with palliative care needs and their families every year. We work very closely with NHS teams in every health board in Scotland and the successful candidate will significantly contribute to ongoing development and expansion of paediatric palliative medicine across Scotland.

Information about CHAS



Our medical director and hospice specialists work on complex palliative situations in our hospices, the community and hospitals. Care is offered at either Rachel or Robin House, and through our CHAS at Home and CHAS into Hospital Teams. It is usually planned, but also responds to emergency situations – for example, in response to a call from care professionals or families.

We have a head of medicine optimisation and governance specialising in complex medication regimes for children using our services and working closely with colleagues in other pharmacies. We continue to expand the number of advanced nurse practitioners (ANPs) and independent prescribers (IPs) to help in supporting roles too.

Our medical team also includes Project ECHO (Extension for Community Healthcare Outcomes) which is a collaborative model of clinical education and care management. Project ECHO at CHAS is a “Hub” for children’s palliative care in Scotland, our aim is to reach as many professionals as possible caring for children with life shortening conditions. By providing a forum and facilitating ECHO clinics we will help to ensure communities have the right knowledge, at the right place, at the right time, enhancing the quality of care children receive.

Main purpose and scope of role

- Direct clinical input in relation to general and specialist palliative care to babies, children and young people who receive care from CHAS
- Act as a resource to healthcare professionals in the care of babies, children and young people with life limiting conditions in Scotland, whether they are in a hospice, at home or in hospital
- Provide a high level of medical care to children and young people who have life-limiting conditions and who are supported by CHAS
- Supervision and support of clinical colleagues within CHAS
- Assume clinical responsibility in emergency situations whilst working closely with the other hospice doctors and nursing teams and drawing on knowledge, skills and experience to confidently manage the situation to its resolution

Main duties and responsibilities in this role

Duties include but not restricted to;

- Be responsible for day to day medical leadership in the hospices
 - Primarily for babies, children and young people (BCYP) admitted for end of life care, symptom management or deterioration/ clinical requirement during admission
 - Planned admissions for respite care
- Be responsible for generating accurate medication charts for all admissions
- Be responsible for keeping up to date records of all encounters with BYCP, carers and/or involved professionals
- Be responsible for death certification for children who die at Robin or Rachel House, and for the completion of associated administrative requirements.
- Leadership and decision making participation at scheduled CHAS meetings to review patient caseload
 - Annual Review Meetings
 - Referral meetings
 - Discharge/transition meetings
- Participation at patient centred MDT meetings
- Overall responsibility for discharge letters to professionals following discharge
- Supervision and support of ANPs and IPs
- Training and supervision of trainee ANPs
- Oversee Situation, Background, Assessment, Recommendation (SBAR) handover reports at 1700 to the on call clinician(s)
- Teach and participate fully in educational programmes and mandatory training, including advanced nurse practitioner and medical student teaching
- Maintain continuing professional development and engage fully in appraisal processes
- Planning and organisation of their day job plan in conjunction with the CHAS medical director, and to make medical decisions to support children and families who receive care from CHAS

CHAS Values

Through our values and positive behaviours, we aim to create a shared understanding that builds strong and effective working relationships. This will help us realise our ambition to keep the joy alive and to reach out to all families that need our help. By nurturing these values in everything we do for CHAS, we will be able to create an environment where our motivation, commitment and job satisfaction will thrive.

As individuals, our core values can influence our behaviour and actions in everything we do so that:

- Time is Precious
- We are Courageous
- With love and Compassion
- We play as one Team

Together we will succeed - through our bold and courageous leadership at all levels, our collaborative and inclusive teamwork and our commitment to quality and continuous improvement. Whatever we do, we want to do it well.

Contact Information

Informal enquiries and visits are welcome and should initially be made to Danielle Harley on danielleharley@chas.org.uk who will arrange a conversation with our Medical Director.

Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and Training	GMC registered medical practitioner Licence to practice	Additional post-graduate qualifications, e.g. Diploma/MSc
Experience	Experience in Paediatric Palliative Medicine Experience in the management of difficult ethical decisions	Training in more than one accredited centre. Experience of managed clinical networks Appreciation of national and international developments in PPM
Ability	Ability to communicate effectively and clearly with patients and other team members	Ability to take full responsibility for independent management of patients
Academic Achievements		Evidence of research activity and presentations Evidence of poster or oral presentations at national or international meetings Evidence of research and publications in peer reviewed journals
Teaching and Audit	Evidence of commitment to: clinical audit formal and informal teaching and training of trainee doctors, medical students and other clinical staff learning and continuing professional development	Experience of designing audits Experience of simulation training Evidence of training in clinical and / or educational supervision
Motivation	Evidence of commitment to: patient-focused care continuous professional development and life-long learning effective and efficient use of resources	Desire to develop services for patients
Team Working	Ability to work in a team with colleagues in own and other disciplines Ability to organise time efficiently and effectively Reliability	Ability to motivate colleagues Evidence of previous managerial training and experience

	Excellent communication skills	
Circumstances of Job	May be required to work at either CHAS hospice or visit children in their own homes	

Terms and Conditions of Employment

Type of Contract	Substantive
Grade and Salary	As per NHS Scotland Terms and Conditions of Service.
Hours of Work	3 sessions of 4 hours each
Out of Hours Commitment	No contribution to out of hours care
Superannuation	Superannuation is in place and contributions can continue to NHS Pension Fund (if eligible)
General Provisions	You will be expected to work with professional colleagues and local managers in the efficient running of services and will share with consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions, you are expected to observe the organisation's agreed policies and procedures. You are also expected follow the standing orders and financial instruction of CHAS when you manage employees of the organisation. You will be expected to make sure that there are adequate arrangements for hospice staff involved in the care of children to be able to contact you when necessary.
Disclosure Scotland	This post is considered to be in the category of "Regulated Work" and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership.
Confirmation of Eligibility to Work in the UK	CHAS has a legal obligation to ensure that its employees, both EEA and non EEA nationals, are legally entitled to work in the United Kingdom. Before any person can commence employment within CHAS, they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control they will not be allowed to commence until right to work in the UK has been verified.

Rehabilitation of Offenders Act 1974	The Rehabilitation of Offenders Act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment, and failure to disclose such convictions could result in dismissal or disciplinary action by CHAS. Any information given will be completely confidential.
Medical Indemnity	CHAS has indemnity over with Towergate Insurers for up to £1000000, but you should take out personal medical indemnity e.g. with a medical defence organisation to ensure that you have indemnity for the whole of your practice.
Notice	Employment is subject to three months’ notice on either side, subject to appeal against dismissal.
Principle Base of Work	You will be required to work at either of CHAS’s two hospices and occasionally visit families in the second hospice, or their own homes or in hospitals as part of your role.