



Lead Hospice Doctor

Application prospectus

Registered Charity No. 1113140



• Mount Edgcombe Hospice • St Julia's Hospice •

Caring for our community

CARE

local charity

dignity

**amazing staff
and volunteers**

**LOVE AND
WARMTH**

together

excellent and expert

kindness

family

special place

SAFE SPACE

stopped me
feeling alone

gave us time

PEACEFUL

Compassion

COMFORT

Welcome to Cornwall Hospice Care

Thank you for your interest in the role of Lead Hospice Doctor. This is an exciting new role and we are looking for a gifted leader who can continue to inspire our exceptional care.

Compassion and emotional intelligence are essential for success in this leadership role, as are outstanding listening and communication skills.

Cornwall Hospice Care is a 24/7 Cornish healthcare charity that provides end of life support for people with terminal illnesses. Our clinical staff and volunteers care for patients and their families, carers and friends at Mount Edgcombe Hospice in St Austell, St Julia's Hospice in Hayle, through our Community Services and where appropriate, in people's own homes and in local care homes.

2025 will mark the 45th anniversary of hospice care in Cornwall. Mount Edgcombe Hospice in St Austell started admitting patients in October 1980 and was later joined by St Julia's Hospice in Hayle.

Today the ethos is very much about ensuring people have a good death and that every one of their final days matters to them and those around them.

It is an excellent time to be joining Cornwall Hospice Care as we are entering a period of great change, opportunity and challenge within health, social care and the voluntary sector.

I hope this prospectus provides you with a good understanding of our charity and look forward to receiving your application to join our team.

Paul Brinsley
Chief Executive



About us

Our Purpose

To provide compassionate, specialised end of life care for patients, their families and carers whilst guaranteeing our high quality standards. Together with our local community in Cornwall we will continue to make every day matter.

One Team

Our staff and volunteers are at the heart of everything we do and they make our charity tick. We have 275 full and part time staff and 1160 volunteers and everyone brings skills to meet the wide variety of roles we have. We are all ambassadors in the community too, spreading the word about the end of life care we provide, that's **100% free** to our patients and funded by the Cornish community.

Our Board of Trustees are committed to investing in our team through continual professional development, through face to face and online training.

We are also actively involved in supporting external healthcare workers and those who'll be the workforce of the future. We host medical students, doctors training to be GPs, nursing and other allied healthcare students, care home staff and paramedic trainees.

Funding

It costs **£6.9million** a year to provide all the care we offer. **£5.3million** of that is raised by the community of Cornwall who support us through our network of shops and donation centres, generous gifts, fundraising events and playing our lottery.

£942 funds one of our end of life beds and the care for the patient in it, for 24 hours.



We provide hospice care because...

...we have one opportunity to get end of life care right for the people of Cornwall.

Sara and Claire, St Julia's Hospice team



Gina Starnes is our Director of Clinical Services: "Working alongside our colleagues in the community and in the hospitals, we play our part in supporting end of life care through a number of services. At the centre of everything we do are our two hospices at Mount Edgcombe in St Austell and St Julia's in Hayle. The experienced staff at the units support patients who're experiencing difficult symptoms or who're approaching end of life. We recognise how important it is for patients and families to be able to access the care and advice they need free of charge and at the time that they need it and that's why our charity provides the support that it does, care that's been highly rated by the Care Quality Commission (CQC)."

How we make every day matter

Our purpose is to provide compassionate, specialised end of life care for patients, their families and carers whilst guaranteeing our high quality standards. Together with our local community in Cornwall we will continue to make every day matter. This is how we supported people in 2023/24...



387

patients were cared for at our hospices



53%

of our patients were admitted from home



34%

of our patients returned to their home or care home after treatment



1,727

appointments with our Lymphoedema Specialists



1,810

appointments with our Bereavement Counsellors



462

appointments with our community bereavement services



563

calls to our trained volunteers on our Listening Ear Service

Role brief

Job title

Lead Hospice Doctor

Accountable to

Director of Clinical Services

Responsible for

Medical team of 8 people
@ 4.4 FTE

Location

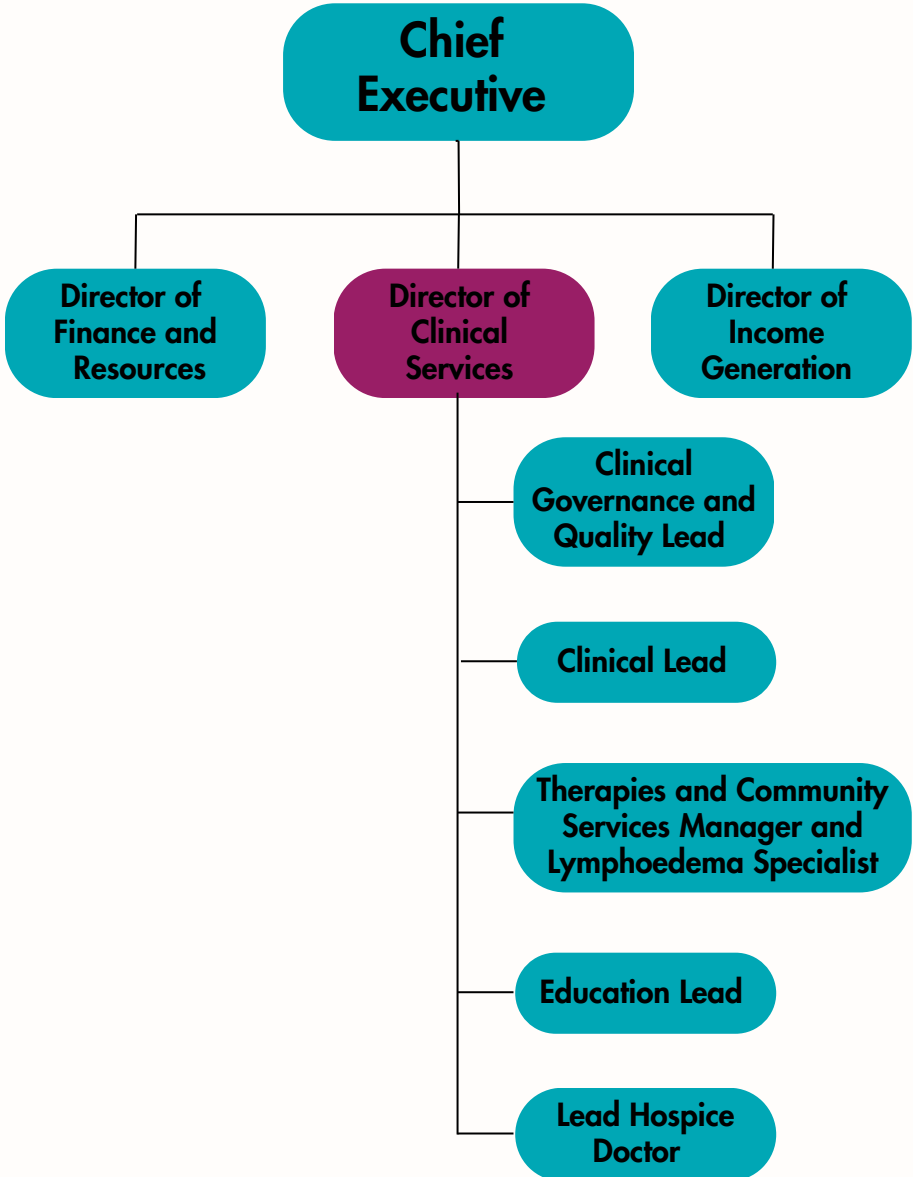
Mount Edgcombe Hospice in St Austell with frequent travel to St Julia's Hospice in Hayle.

Job purpose

To lead the medical team to deliver exceptional end of life medical care, whilst encouraging and supporting the holistic approach to patients and their families within the hospice, taking social, spiritual, psychological, as well as medical factors into consideration.



Our team



What you'll be doing

The Lead Hospice Doctor, reports to the Director of Clinical Services and is the most senior medical member of our team. You will be responsible for the leadership, management and ongoing development of the medical team.

Additionally, you will be expected to contribute to the strategic development of the hospice, working alongside your colleagues to help achieve the hospice's purpose to be a well led organisation delivering compassionate, specialist end of life care through an engaged and motivated workforce.

We have support from a range of external Palliative Care Consultants; both in person and remotely.

The Lead Hospice Doctor will be responsible for championing multi-disciplinary teamwork, liaising with colleagues and teams across the hospice and for the continued development of high quality care. You will provide strong, visible and supportive leadership to your direct reports and continually review and develop services to improve care for our patients and their families.

Over the next few pages, we will provide you with the principal responsibilities and accountabilities of this role to give a better understanding of what you'd be doing as our Lead Hospice Doctor.



Clinical

Provide care to patients with palliative care needs and medical co-morbidities with strong clinical assessment and with the ability to weigh up risks and benefits of intervention to achieve the best patient care.

Communicate effectively with patients, families and significant others as appropriate and in accordance with professional practice.

Carry out daily management of patients in the inpatient unit, including undertaking practical procedures such as venepuncture and IV infusions.

Comprehensively and accurately admit patients on admission to the ward.

Participate in the multi-disciplinary team meetings and ward rounds.

Liaise with all appropriate agencies in assisting in the support of patients in the community, hospital or care setting where referral for admission is being considered.

Clinical support and training of staff; both medical and nursing, within limits of experience.

Participate in the on-call rota for medical cover at the hospices.

Seek appropriate advice and support from external Consultants in Palliative Medicine in accordance with your experience and competence.

Demonstrate responsibility for maintaining accurate comprehensive medical records upon which evaluations and audit may be based.



People and culture

Provide strong, visible and supportive leadership to direct reports and continually review and develop services to improve care for our patients and their families.

Work across teams and departments to support effective communication and collaborative working through a 'one-team' philosophy.

Demonstrate the behaviours expected to achieve the strategic objectives and hold the medical team to account for the same.

Hold all staff and volunteers in positive regard and foster a culture of respect and consideration between all members of the charity.

Nurture a culture of collaboration, innovation, commitment and resource efficiency to ensure the provision of exceptional patient care and support.

Participate in regular appraisal of performance and training needs.

Actively contribute to the cultivation of a work environment that attracts and retains great people, committed to the achievement of the strategic objectives.



Other duties

Understand the importance of audit and research to the continuing development of specialist palliative care.

Work with the colleagues to maintain accurate and comprehensive documentation, audits, education and continuing professional development as required to maintain the excellent standards of the hospice.

Participate in identified learning and development activities and work with the medical team to maintain and improve knowledge and skills.

Take responsibility for own continuing professional development, to undertake training and skills development, keep up to date with the changing requirements of the role and undertake revalidation activities in accordance with the requirements of the Royal College of Physicians.

Maintain the standards of professional accountability as determined by the GMC and any other professional body.



What we'd like

Our ideal Lead Hospice Doctor will have the following knowledge, skills, experience and qualities. We all have different experiences, so we don't expect all candidates to meet every requirement. If you have a few gaps and a plan on how you would address these, we would love to hear from you.

Qualifications	Essential or Desirable
Medical qualification	E
Full registration with GMC with a licence to practise.	E
Experience and training	Essential or Desirable
Training or experience in at least one of these areas; General Medicine, Elderly Care, Palliative Care, Oncology or General Practice.	E
Experience and commitment to clinical care of individuals at the end of their lives.	E
Proven and demonstrable leadership skills including coaching and mentoring experience.	E
Experience of clinical work in a hospice or Specialist Palliative Care unit.	D



What we'd like

Skills, knowledge and experience	Essential or Desirable
Ability to lead, manage and motivate others.	E
Commitment to working in a multi-disciplinary setting.	E
Ability to manage complex workloads and support others to do so.	E
Experience of participating in an on-call rota and being responsive during unsocial hours.	D
Personal attributes	Essential or Desirable
An engaging personal style and ability to take an interest in all kinds of people.	E
Calm and approachable with a good sense of humour.	E
Willingness to learn and develop new skills.	E
Open minded and non-judgemental.	E
Flexible and adaptable.	E
A passion for hospice and palliative care.	D



What we can offer you

You can find a very rewarding career with Cornwall Hospice Care. As well as being part of a team making a real difference to our Cornish community, we offer a generous employment package.

Salary

Between £80k - £95k, depending upon skills and experience.

Terms

The successful candidate will join on a permanent contract, subject to a three month probation period.

Pension

Choice of pensions, with an option to remain in NHS scheme.

Hours of Work

Our standard working week is 37.5 hours.

Flexible Annual Leave

7 weeks annual leave inclusive of public holidays.

Ability to buy or sell one week of leave each year.

Relocation

If appropriate, support with relocation to Cornwall is available.

Medical and Wellbeing

Non-contributory medical cash plan providing payments towards everyday healthcare treatments.

Employee Assistance Programme offering virtual and face to face counselling.

24/7 access to remote GP services.

Free complementary therapies.

Life Assurance

Death in service life assurance of twice annual salary.

Training and Development

We offer a wide range of high quality training, learning and development opportunities to challenge and stimulate your professional development.

Compassionate Leadership

We provide a supportive working environment by focussing on relationships through careful listening to, understanding, empathising with and supporting our people.

Our ambitions

Cornwall Hospice Care has completed a major consultation exercise involving our staff, our volunteers, our Trustees and external stakeholders to help us shape the future direction of our charity. As a result, our five year strategy includes our ambitions for Cornwall Hospice Care.

Working together

in partnership to grow our charity for the future, ensuring close relationships across all our departments and working collaboratively with our external partners.

Sustainability

work towards lowering our environmental impact by implementing, where possible, sustainable systems and processes in all aspects of the charity's operations.

Learning and education

develop our learning and education to ensure all our staff and volunteers and where relevant, those from our external partners have the knowledge, skills and competencies to fulfil their roles.

Innovation

be innovative in our own individual areas, teams and across the charity to deliver continuous improvement in all we do.

Funding

raise sufficient funds to protect and grow our hospice services through a range of income generation activities.

Our values

At Cornwall Hospice Care, it's not just what we do that matters but also how we do it.

Compassion

Being gentle, kind, caring and helpful. Fostering a sense of inclusion and respecting all.

Integrity

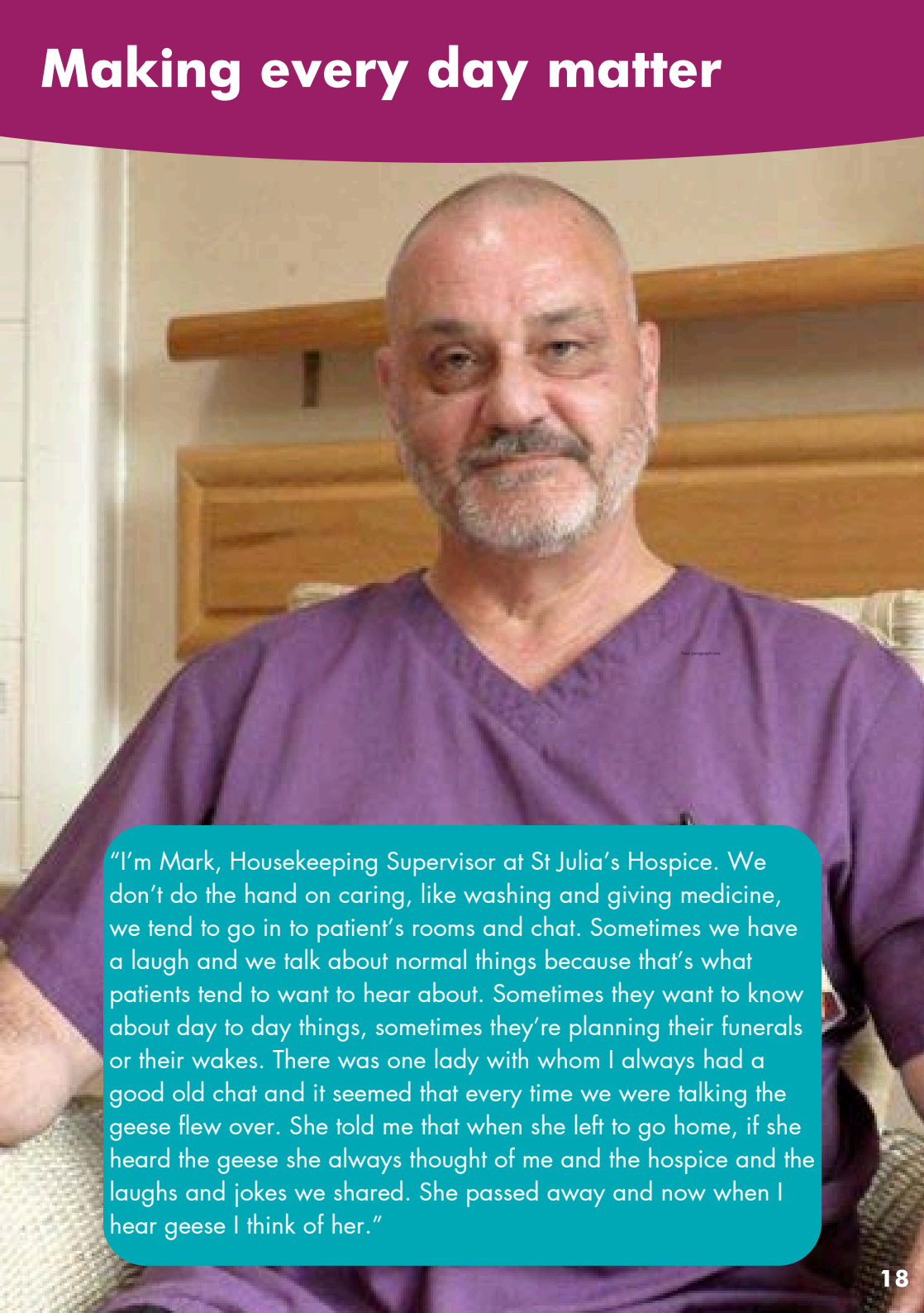
Being honest and having strong moral principles. Behaving with integrity both professionally and ethically at all times and in all work places.

Togetherness

Valuing everyone who works or volunteers for our charity or uses our services, giving us all the information, tools, independence and freedom to achieve.



Making every day matter



"I'm Mark, Housekeeping Supervisor at St Julia's Hospice. We don't do the hand on caring, like washing and giving medicine, we tend to go in to patient's rooms and chat. Sometimes we have a laugh and we talk about normal things because that's what patients tend to want to hear about. Sometimes they want to know about day to day things, sometimes they're planning their funerals or their wakes. There was one lady with whom I always had a good old chat and it seemed that every time we were talking the geese flew over. She told me that when she left to go home, if she heard the geese she always thought of me and the hospice and the laughs and jokes we shared. She passed away and now when I hear geese I think of her."

Application process

Now that you've learnt more about us, if you think you understand our values and can commit to helping us achieve them, then we want to hear from you.

If you are interested in exploring this exciting opportunity further, please send a CV and covering letter explaining why you think you would be the best fit to our organisation to Sara Long, our Head of HR.

[**slong@cornwallhospice.co.uk**](mailto:slong@cornwallhospice.co.uk)

Alternatively, if you would like to have an informal discussion about this role, please contact Gina Starnes, our Director of Clinical Services and she will arrange to call you at a suitable time.

[**gstarnes@cornwallhospice.co.uk**](mailto:gstarnes@cornwallhospice.co.uk)

Dates for next steps	
Closing date for applications	16th January 2025
Interview dates	31st January 2025

We are managing this recruitment ourselves so please don't contact us if you are a recruitment agency.

Interview venue

The interviews for this position will take place at Mount Edgcombe Hospice.

Mount Edgcombe Hospice
Porthpean Road
St Austell
Cornwall
PL26 6AB



 **salt.condensed.talents**

Your paragraph text



Welcome to Cornwall

We are very much looking forward to welcoming you to our county and our charity and thought you might like to find out a bit more about our home before you join our team.



Cornwall is situated in the far south-west of the UK, like a foot reaching out into the Atlantic. The county is almost surrounded by sea and its only border is with Devon. Just off Land's End are the beautiful Isles of Scilly.

Cornwall is famous for its surf, beaches, pasties and cream teas - we eat our scones jam first with our famous clotted cream on top. It's a very popular holiday destination and the population here can triple in size during the summer.

Our main road throughout the county is the A30; which has just been upgraded, we have a good train service to London Paddington and there are many regional connecting flights from our airport at Newquay.

We think it's a wonderful place to live!

I support Cornwall Hospice Care because...

Thank you

- for the nursing care
- for keeping Mam peaceful
- to the cleaners who made the room feel bright after long nights
- to the chef who made Mam her favourite meals
- to the volunteers who made us endless cups of tea
- for putting bird food on the patio so we could watch the squirrel steal it
- for making a little bed for me each night so I could sleep next to my Mam
- for the middle-of-the-night marmite on toast and chats when I couldn't sleep
- to the counsellor who told us how to break the news to our children
- for the teddies she cuddled for her grandchildren so they can have a lifetime of Nan-Nan's love to hold
- for explaining the changes we were witnessing
- for letting us stay as long as we needed to
- for taking her wedding ring off for me when I couldn't face it
- for the rose

Thank you for everything