



St. Francis Hospice

JOB DESCRIPTION

CONSULTANT IN PALLIATIVE CARE

FIXED TERM CONTRACT - 3 MONTHS

WTE 16 HOURS PER WEEK

JOB REFERENCE: 2024 - 043

ISSUE DATE: SEPTEMBER 2024

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1. JOB PURPOSE

The Consultant in Palliative Medicine will assist the team in managing the Community Palliative Care service across St. Francis Hospice Dublin (SFHD) ensuring the delivery of a high quality patient centred service.

2. ACCOUNTABILITY

The Consultant's reporting relationship and accountability for the discharge of his/her contract is to the Chief Executive Officer. The Chief Executive Officer may require the Consultant to report to him/her from time to time.

3. KEY DIMENSIONS

Direct reporting to the Chief Executive Officer.

4. OPERATING ENVIRONMENT

Contractual Hours: 16 hours per week

Hours of work:

The post holder will be working 2 days per week.

Detailed of starting and finishing times, which may vary in accordance with Hospice needs will be notified by your line manager. There will be times when you will be required to work outside of the normal office hours.

Location: This position is based in SFHD;

The post holder will be working in Raheny and Blanchardstown Community Palliative Care Team.

Garda Vetting: The successful candidate will be required to satisfactorily complete the Garda Vetting process prior to a formal job offer being made.

5. SCALES, ANNUAL LEAVE & PENSION SCHEME

Salary Scale: Department of Health -Consolidated Salary Scale (1st June 2024) - Type A Contract - New Entrant Consultants (Clinicians) from 1st October 2012

Annual Leave: 30 days annual leave pro rata per annum

Pension Scheme:

Your post, position, or office is pensionable for the purpose of the Single Public Service Pension Scheme (the “SPSPS”)

6. THE PERSON: QUALIFICATIONS, EXPERIENCE, KNOWLEDGE & COMPETENCIES

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Applicants must be registered as a Specialist in the Specialist Division of the Register of Medical Practitioner's as maintained by the Medical Council of Ireland in the specialty of Palliative Medicine. • Membership of the Royal College of Physicians of Ireland (MRCPI) or equivalent Or • Membership of the Irish College of General Practitioners (MICGP) or equivalent 	
Experience	<ul style="list-style-type: none"> • Experience in Community Palliative Care • Experience in developing pathways for children, adolescents and young adults 	
Other		<ul style="list-style-type: none"> • Full driving license

Professional Competence

The Consultant shall maintain his/her professional competence on an ongoing basis pursuant to any Medical Council professional competence scheme applicable to the Consultant as a medical practitioner.

The Employer shall facilitate the maintenance of the Consultant's professional competence pursuant to any Medical Council professional competence scheme applicable to the Consultant as a registered medical practitioner.

CORE COMPETENCIES

7. OUTLINE OF JOB DUTIES AND RESPONSIBILITIES

Role of Consultant

- a) A Consultant is defined as a registered medical practitioner who by reason of his/her training, skill and expertise in a designated specialty, is consulted by other registered medical practitioners and who has a continuing clinical and professional responsibility for patients under his/her care, or that aspect of care on which (s)he has been consulted.
- b) The Consultant is clinically independent in relation to decisions on the diagnosis, treatment and care of individual patients. This clinical independence derives from the specific relationship between the patient and the Consultant in which the patient places trust in the Consultant personally involved in his/her care to make clinical decisions in the patient's best interests and to take continuing responsibility for their consequences.
- c) The Consultant acknowledges that (s)he is subject to statutory and regulatory requirements and corporate policies and procedures.
- d) The Consultant has a substantial and direct involvement in the medical diagnosis, treatment and delivery of care to patients.
- e) The Consultant may discharge his / her responsibilities through:
 - i) a direct personal relationship with the patient;
 - ii) shared responsibility with other Consultants and/ or GPs who contribute significantly to patient management;
 - iii) delegation of aspects of the patient's care to other appropriate staff. Delegation of responsibility to other doctors or staff by a Consultant is subject to:
 - the Consultant being satisfied that the relevant staff member has the necessary professional capability and,
 - the continued provision of a commensurate level of diagnosis, treatment and care to the patient.
 - the Consultant shall retain a continuing overall responsibility for the care of the patient.
- f) The Consultant will generally work as part of a Consultant team. The primary purpose of Consultant teams is to ensure Consultant provided services to patients on a frequent and continuing basis. In effect this requires that the Consultant provides diagnosis, treatment and care to patients under the care of other Consultants on his/her Consultant team and vice versa. This may include discharge and further treatment arrangements, as appropriate.
- g) The membership of the Consultant team will be determined in the context of the local working environment.

Standard Duties and Responsibilities

- a) To participate in development of and undertake all duties and functions pertinent to the Consultant's area of competence, as set out within the St Francis Hospice Dublin Service Level Agreement (SLA) and in line with policies as specified by the Employer.
- b) To ensure that duties and functions are undertaken in a manner that minimises delays for patients and possible disruption of services.
- c) To work within the framework of St Francis Hospice Dublin service plan and/or levels of service (volume, types etc.) as determined by the Employer.
- d) To provide, as appropriate, consultation in the Consultant's area of designated expertise in respect of patients of other Consultants at their request.
- e) To ensure in consultation with the Medical Director that appropriate medical cover is available at all times having due regard to the implementation of the European Working Time Directive as it relates to doctors in training.
- f) To supervise and be responsible for diagnosis, treatment and care provided by non-Consultant Hospital Doctors (NCHDs) treating patients under the Consultant's care.
- g) To participate in clinical audit and proactive risk management and facilitate production of all data/information required for same in accordance with regulatory, statutory and corporate policies and procedures.
- h) To participate in and facilitate production of all data/information required to validate delivery of duties and functions and inform planning and management of service delivery.

Education & Training

- Promote and enable the delivery of education by staff within their area of responsibility, pertinent to palliative care at national and regional study events and other healthcare settings.
- Encourage and support the promotion of staff development and training by making recommendations with regard to the ongoing education, research, training and in-service needs.
- Participate in the education and training of staff within your area of responsibility, and other staff in the Hospice as required.
- Maintain standards of practice and levels of professional knowledge by participating in continuous professional development initiatives and attendance at courses as appropriate.
- Engage in career and professional development planning.

Health & Safety

- Take responsibility for all aspects of staff and patient safety within their area of responsibility.
- Actively engage in the identification and management of clinical and nonclinical risks within their area of responsibility
- Carry out risk assessments as appropriate within their area of responsibility as required.
- Ensure all staff are aware of relevant policies, frameworks and trained to implement them including clinical risk assessment with patients.

General

- Comply with the Mission Statement, Ethos and Values of St. Francis Hospice Dublin.
- Ensuring compliance with Health and Safety procedures in relation to all Hospice activities.
- Contribute to and comply fully with the St. Francis Hospice Dublin Safety Statement including safe working practice as laid down by the Safety, Health and Welfare at work Act 2005 and any other relevant legislation.
- Comply with the St. Francis Hospice Dublin policies relating to confidentiality and ensure confidentiality in all matters of information obtained during the course of employment.
- Adhere to the Policies & Procedures of St. Francis Hospice Dublin at all times.
- Actively engage in continuous personal development and learning.
- Present and act in a professional manner at all the times.

Carrying out such duties appropriate to the office as may be assigned by the CEO or other designated officer in all matters relating to the job.

Signature of Job Holder:	Signature of Line Manager or Designated Officer:
Job Title:	Job Title:
Date:	Date: