

Bank Specialty Doctor



Working with us is awesome!

We see first-hand the importance of focusing on the life in our days not the days in our life. As such we recognise that to be happy in life you need to feel supported, content, motivated, passionate and have fun in the work you do. So with that in mind, we have flexible working arrangements to support the other things going on in your life. You will have a minimum of 35 days leave, including bank holidays, and an additional day off for your birthday (all leave is pro rata for part time staff). We have a broad range of special leave support ranging from adoption to pawternity leave (no that's not a spelling mistake; you have leave when getting a new pet!). We pride ourselves on our fair and transparent pay. In addition, we provide a contributory pension scheme as well as enhanced sick pay. Your wellbeing is essential. We provide an extensive wellbeing programme which includes a free employee assistance programme and a health cash plan. Your opinion also matters so we regularly ask for your input and feedback on how we can improve and on key organisational initiatives. We are here for the whole community and we value the diversity everyone brings to our team. We want you to grow, so we will support you with your learning and development throughout your career with us. As a charity, we are all about pre-loved and sustainable retail and, at all our sites, we care about the impact we are having on our environment. The key thing though on why working with us is awesome is simple: you will make a difference to peoples' lives. You will enable care and support to be given to people when they are feeling at their most scared and vulnerable.

Our Mission is Simple

To provide outstanding care and support to the community of North Devon who are impacted by a life limiting illness.

Department Vision

As a team, our outstanding, person-centred palliative care positively impacts on the physical, social, emotional and spiritual wellbeing of our patients and their relatives and carers.

It is important to us that all our colleagues:

- Act as an ambassador for the hospice
- Show deep motivation to make a real difference to our patients and their families
- Are kind
- Are honest, open and operate with integrity
- Are personally accountable and take responsibility for their own actions, decisions, performance and professional development
- Approach their role with fun, positivity and a growth mindset – and want to learn
- Are not scared to try new things and know that to succeed, sometimes they will have to overcome obstacles to achieve the best outcome for the hospice
- Are proactive in seeking out the information they need to do their job and in sharing information with their colleagues to enable them to do their jobs
- Listen and communicate effectively, calmly and constructively, adapting their approach to the needs and concerns of others
- Are collegiate and act as 'One Team', working in collaboration with their colleagues within and outside of their team
- Understand the impact of their emotions on themselves and others
- Show empathy when noticing unsettling emotions in others
- Speak up when they have worries or concerns and take appropriate action if their values are compromised
- Are open about when they have made a mistake and are proactive in resolving it
- Value and respect others and promote equity, diversity and inclusion

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To succeed in this role you will have:

- Full GMC Registration, with a current licence to practise
- The experience and qualifications to meet the current entry criteria for Specialty Doctor roles
- Evidence of participation in annual medical appraisal to meet requirements of revalidation
- Membership of a recognised medical defence organisation, at a level suitable to cover hospice work (see below)
- Appropriate level of clinical experience and knowledge to meet the needs of the post
- Experience in General Practice, or General Medicine, or other experience relevant to the post
- Excellent communication skills
- Sufficient knowledge of the English language for the work to be performed
- Legible handwriting
- A good level of IT skills and experience of using clinical databases
- The ability to organise your time and prioritise your workload
- An understanding of, and commitment to, the application of clinical governance principles
- An understanding and experience of clinical audit and research
- Enthusiasm for sharing learning, through informal and more formal learning activities
- A caring and empathic approach
- Excellent team working skills
- Experience of effective reflective practice
- Able to travel across North Devon without reliance on public transport

In this role you will be responsible for:

- Providing medical management of patients in the hospice from admission to discharge or death
- Working as part of the multidisciplinary team, to ensure care encompasses the physical, emotional and psychological needs of patients and their families
- Creating and maintaining clear, accurate, concise and contemporaneous clinical records using our electronic patient record
- Utilising other electronic and digital systems, hosted by key partner organisations, to help coordinate care between those organisations and across the system
- Working with clinical teams to support the continuity of medical care to patients under the care of the hospice across in-patient, community and our outpatient settings
- Fully participating in the hospice multidisciplinary team meeting, daily capacity meeting and community team case oversight discussions
- Providing the first clinical on-call service to the Bedded Unit on a roster basis
- Providing expert advice to colleagues regarding specific cases and the management of palliative care issues
- Engaging in supervision and clinical case review to support own and others' practice
- Engaging in audit and research as required, actively pursuing opportunities to promote this within the hospice
- Driving a culture of continuous learning and evidenced based practice
- Ensuring that good infection control practices are followed at all times and maintaining up to date knowledge of infection control policies, procedures and guidance relevant to the area of work
- Understanding your role in the safeguarding of adults and children by being able to identify risks, and recognise signs of harm, abuse or neglect including how to report concerns and take immediate action to protect a person at risk of harm or abuse

Your competency framework – you will:

Strategic Thinking and Setting Direction

- Creatively apply fresh approaches to improve current ways of working

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- Articulate the need for change and its impact on people and services, acting as a positive role model for change and innovation and monitoring the effects and outcomes of change and build learning from experience into future plans
- Contribute to the development of strategies based on new concepts, insights, or perceptive analysis, building relationships with key partners

Sharing the Vision and Delivering the Service

- Inspire others by helping them to focus on the value of their contribution, reflecting on patient, carer, service user and colleague feedback and experiences
- Monitor performance, holding others directly accountable for delivering what has been agreed
- Accurately identify the level of resources required to deliver safe and effective services
- Create a common purpose to bring the Vision into life and unite teams across the hospice and enable them to work seamlessly together to deliver services

Leading People

- Review the performance and conduct of the team members to ensure that planned service outcomes are met, intervening swiftly and consistently when performance is slipping, using the appropriate processes, seeking advice and support as required
- Create the conditions in which people take responsibility for their development and learn from each other
- Set clear standards for behaviour as well as for achieving tasks, taking responsibility for tackling difficult issues
- Ask for contributions from the team to raise engagement, listen to the team and value their suggestions and motivate and focus them
- Look for and provide regular positive and developmental feedback for your team to help them focus on the right areas to develop professionally

In addition we will ask you to:

- Promote diversity and inclusion in all that you do
- Complete statutory training in accordance with hospice requirements
- Participate in personal development and review processes
- Adhere to all organisational policies and procedures
- Actively participate in the hospice risk management process in order to help safeguard the welfare of patients, visitors and staff and to take responsibility for reporting risks and managing risks as appropriate
- Follow good infection control practice at all times and maintain an up-to-date knowledge of the infection control policies, procedures, and guidance relevant to your area of work

Medical Indemnity

- It is expected that as a Bank Specialty Doctor you are likely to have a primary employment with another organisation, be that in an acute trust or in primary care. However, it is essential that you make arrangements to have medical indemnity insurance that covers you for work specifically at the hospice:
 - medical negligence claims
 - support with GMC fitness to practise investigations
 - working locum shifts in an independent charitable organisation
 - representation at disciplinary investigations
 - help preparing responses to patient complaints
 - assistance with criminal investigations arising from clinical practice, e.g. gross negligence manslaughter
 - representation at the coroner's court
 - 24-hour access to medico-legal advice
 - 24-hour access to press and media helpline
 - indemnity for Good Samaritan acts
 - legal defence costs

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We specifically recommend that you advise your insurance provider that you will be undertaking work as a locum on a sporadic basis for an independent, charitable hospice to ensure you receive the correct cover

The small print:

- This job description may be reviewed in consultation with you and in light of any changing service requirements
- The job description is not exhaustive; other duties commensurate with the post may be required from time to time

September 2026