

Specialty Doctor in Palliative Medicine

Application prospectus

Registered Charity No. 1113140



**Cornwall
Hospice**

Welcome to Cornwall Hospice

Thank you for your interest in joining us as a Specialty Doctor in Palliative Medicine.

We are a 24/7 Cornish healthcare charity dedicated to providing compassionate end-of-life care for people living with terminal illnesses.

Our team of skilled clinicians and volunteers support patients and their loved ones — including families, carers, and friends — at Mount Edgcumbe Hospice in St Austell, St Julia's Hospice in Hayle, through our Community Services, and where appropriate, in people's own homes and local care homes.

Our ethos centres on ensuring that every person experiences a good death — one that honours their wishes and values, and makes each of their final days meaningful for them and those close to them.

This exciting role offers an excellent opportunity to make a real difference by being part of the team that deliver outstanding care.

It is an excellent time to be joining Cornwall Hospice as we celebrate our 45th anniversary of providing care to the people of Cornwall. As we move forward, this role will help our retail continue to excel.

I hope this prospectus encourages you to apply and we look forward to hearing from you soon.

With very best wishes,

Paul Brinsley
Chief Executive



About us

Our Purpose

To provide compassionate, specialised end of life care for patients, their families and carers. 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, they make our charity tick. We have **290** full and part time staff and **1,486** 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, via 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 **£7.8m** a year to provide all the care we offer. This care is provided free of charge but funded by the community of Cornwall. Just **9%** of our costs are met by the NHS commissioners with the rest being raised through voluntary income, via our network of 30 shops, fundraising events, lottery, philanthropic giving and other commercial interests.



We provide hospice care because...

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



As Head Of Medical Services for Cornwall Hospice I am delighted we are able to offer this exciting opportunity to join our growing medical team, including Specialty Doctors, hospice doctors and advanced clinical practitioners, with clinical oversight from local palliative care consultants. The medical team contributes to the wider hospice multi-disciplinary team to provide holistic specialist palliative inpatient care at our two hospices, Mount Edgcumbe in St Austell (10 beds, with a current project to increase to 12) and St Julia's in Hayle (10 beds.)

It is an exciting time to join our hospice team, as we approach completion of the refurbishment of our Mount Edgcumbe Hospice, with ongoing opportunities for development of our service. The provision of specialist inpatient palliative and end of life care is vitally important, and as we look to the future our aim is to continue to work collaboratively with our colleagues in the community and local hospitals to ensure that the people of Cornwall have access to specialist symptom control and end of life care, when they need it and in their preferred place of care. I am hoping to build our medical team with individuals with a passion for palliative and EOLC – if that sounds like you, please get in touch for an informal discussion. I look forward to hearing from you.

Dr Melica Daily-Hunt, Specialist Doctor and Head of Medical Services

Role brief

Job title

Specialty Doctor in Palliative Medicine

Location

Cornwall Hospice, working across two sites
Mount Edgcombe Hospice in St Austell and
St Julia's Hospice in Hayle.

Salary

Starting salary in line with NHS 2021
Specialty Doctor PayScale, in accordance
with previous experience.

Responsible to

Head of Medical Services

Accountable to

Director of Clinical Services

Hours of Work

Full time. Requests for less than full time will
be considered, but with a minimum
expectation of no less than 0.8 whole time
equivalent.

Job Role

To work flexibly and collaboratively with all members of the hospice
multidisciplinary team to provide day to day specialist palliative care to patients
on the Cornwall Hospice inpatient units.

In addition, the post holder will contribute to the weekend and overnight non-
resident on call to provide medical cover for the hospice, no more than one
weekend in five, one weeknight per week.



What you'll be doing

The medical management of hospice inpatients to deliver specialist palliative care including:

- Undertaking a comprehensive holistic assessment on admission considering physical, psychological, social and spiritual aspects of care.
- To work collaboratively with other members of the medical team to review existing hospice inpatients and contribute to their daily ongoing care, under the guidance of local palliative care consultants who act as Responsible Clinicians, supported by Cornwall Hospice Specialist Doctor. This will include ongoing management of symptoms such as pain, and of the psychosocial effects of advanced illness, to establish a holistic therapeutic relationship to support patients and those close to them.
- To maintain comprehensive patient clinical records in line with Cornwall Hospice requirements to ensure that accurate and up to date information is always available for multi-disciplinary colleagues.
- To liaise with external multi-disciplinary healthcare professionals and relevant agencies to support effective and timely admission and discharge from the hospice as appropriate.
- To ensure timely accurate completion of referral to local medical examiner service and associated paperwork.
- Participate in the on-call rota for medical cover at both hospice sites.



What you'll be doing

- To engage in hospice quality improvement activities including clinical audit, clinical governance and policy review to ensure our hospice policies and procedures remain up to date with best practice in palliative care. The post holder will actively engage in efforts to improve patient safety, recognising the importance of continuous learning and improvement.
- To keep up to date with best practice in palliative care, to maintain personal continuing professional development, engaging with internal professional development review, external annual appraisal and five-yearly revalidation in accordance with the requirements of the GMC.
- Maintain the standards of professional accountability as determined by the GMC.
- Contribute to Cornwall Hospice educational programs including clinical support and training of hospice medical and nursing staff, and provide support for clinical placements for medical students from University of Exeter Medical School (UEMS) within limits of experience.
- Be aware of, and adhere to, Cornwall Hospice policies and procedures at all times.
- To comply with Cornwall Hospice mandatory training requirements.



What you'll be doing

People & Culture

- Work across teams and departments to support effective communication and collaborative working through a 'one-team' philosophy.
- Demonstrate the behaviours expected to achieve the charity's strategic objectives.
- Positively contribute to the cultivation of a work environment that attracts and retains great people, committed to the achievement of the strategic objectives.
- Nurture a culture of collaboration, innovation, commitment and resource efficiency to ensure the provision of exceptional patient care and support.
- Hold all staff and volunteers in positive regard and foster a culture of respect and consideration between all members of the charity.



What you'll bring

Our ideal Specialty Doctor in Palliative Medicine 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.

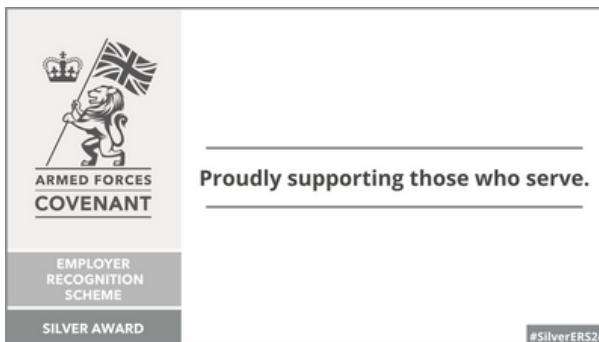
Qualifications and training

Essential:

- Primary medical qualification.
- Full registration as a medical practitioner with the General Medical Council (GMC).
- Membership of a recognised medical defence organisation.
- A minimum of four years' postgraduate experience, with at least two years in a relevant specialty, for example palliative medicine, general practice, oncology or elderly medicine.

Desirable:

- Membership of the Royal Colleges of Physicians or Royal College of General Practitioners, or equivalent qualification
- Certificate, Diploma or MSc in Palliative Medicine
- Teaching, mentorship or supervision qualification
- Advanced communication skills training



What you'll bring

Experience

Essential:

- Demonstrable relevant clinical experience ideally including specific experience in palliative medicine.
- Demonstrable experience of a commitment to the clinical care of individuals at the end of their lives.
- Ability and experience of assessing patients holistically.
- Demonstrable experience of multi-disciplinary team working.

Desirable:

- Experience of palliative care in a specialist setting e.g. hospice, community palliative care or hospital specialist palliative care team.
- Experience of teaching a range of students and healthcare professionals.
- Experience of using electronic prescribing and patient record systems.



What you'll bring

Knowledge

Essential:

- Understanding of the principles of clinical governance and quality improvement and their contribution to ensure patient safety.
- Understanding of the complexities of working with individuals at times of distress and conflict.
- An understanding of communication skills needed to support important conversations in challenging circumstances.

Desirable:

- Understanding of the key issues relating to end of life care including national strategies and policy development.

Skills

- Developed communication and interpersonal skills to facilitate communication with patients, those close to them, and other healthcare professionals.
- Developed ability to work effectively and collaboratively alongside other professionals, within a multidisciplinary team.
- Ability to synthesize complex information applying evidence based principles.
- Ability to manage a complex workload.
- Developed IT skills.



What you'll bring

Personal Attributes:

Essential:

- A passion for hospice and palliative care.
- An engaging personal style and ability to take an interest in all kinds of people.
- Calm and approachable with a good sense of humour.
- Willingness to learn and develop new skills.
- Ability to work as part of a team, prioritise clinical workload and manage time effectively.
- Ability to work autonomously, problem solve and take responsibility, with more senior support when required.
- Positive and confident outlook, empathetic with patients, those close to them and colleagues.
- Commitment to continuing professional development (CPD), appraisal and revalidation processes, and to the requirements of clinical governance and audit.
- Awareness of equality, diversity and inclusion in all aspects of work.

Desirable:

- Flexible and thoughtful in approach, with the ability to respond positively in a rapidly changing environment and handle contentious or challenging situations in creative, non-judgemental ways.
- Enthusiastic approach to teaching.

Additional requirements

- The role involves travel between sites and participation in a non-resident on-call rota, including occasional out-of-hours attendance, weekends and Bank Holidays. Alternative means of travel will be considered where appropriate.

What we can offer you

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

Salary

NHS 2021 Specialty Doctor PayScale, in accordance with previous experience.

Terms

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

Pension

Ability to stay in the NHS pension scheme or join a stakeholder pension scheme with employer matched contributions up to 5%.

Hours of Work

Our standard working week for our medical team is 40 hours.

Flexible Annual Leave

- 6 weeks annual leave plus public holidays.
- Ability to buy or sell one week of leave each year.

Relocation

If appropriate, support with relocation to Cornwall may be 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 focusing on relationships through careful listening to, understanding, empathising with and supporting our people.

Our ambitions

Cornwall Hospice has conducted 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.

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, 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

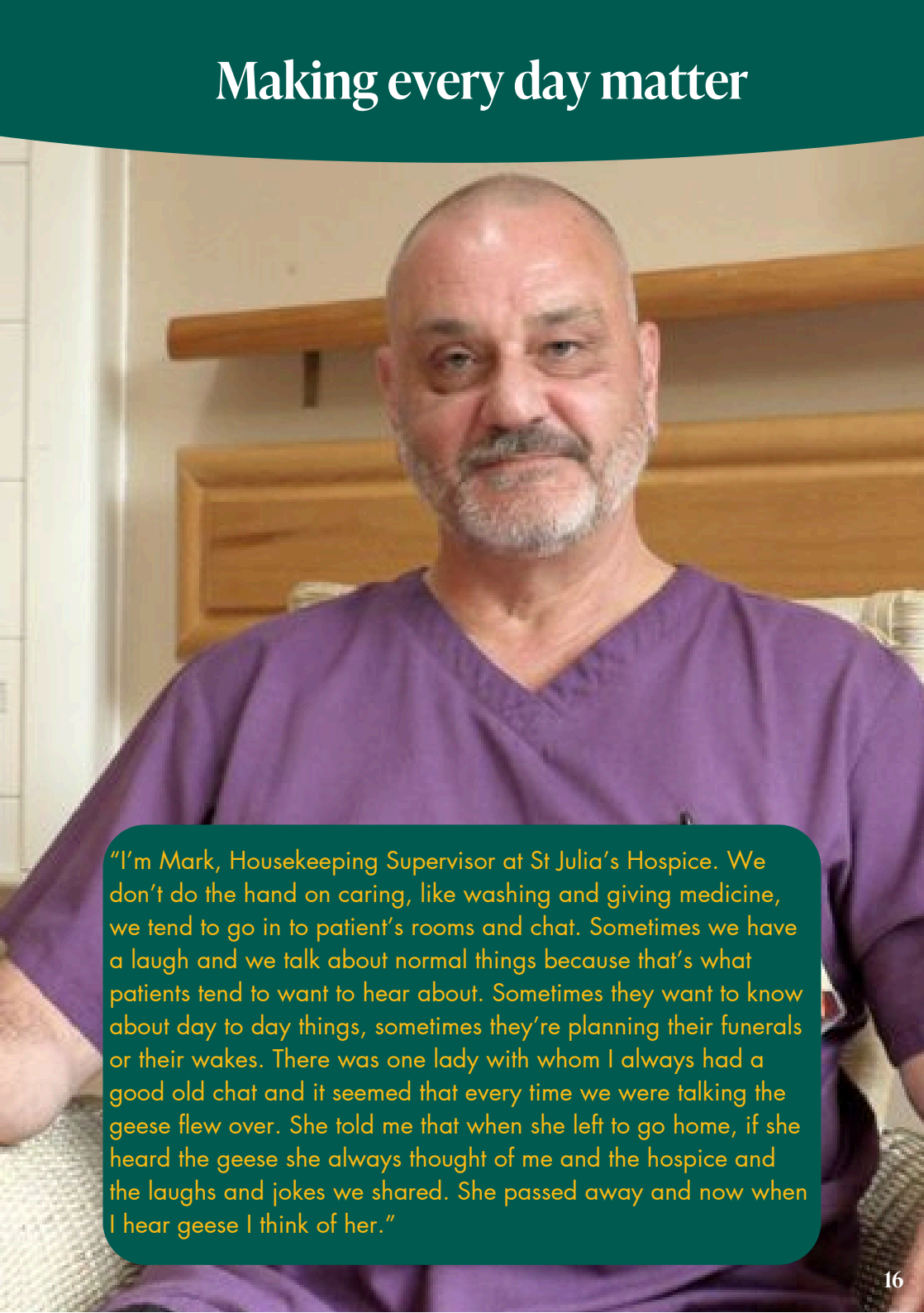
Being honest and having strong moral principles. Behaving with integrity both professionally and ethically at all times and in all work places.

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 our People and Culture Team.

recruit@cornwallhospice.org

Alternatively, if you would like to have an informal discussion about this role, please contact Dr Melica Daily-Hunt; Specialist Doctor and our Head of Medical Services and she will arrange to call you at a suitable time.

mdailyhunt@cornwallhospice.org

Closing date for applications	16 th February 2026
Interview date	tbc



Interview venue

The interviews for this position will take place in St Austell.

Mount Edgcumbe Hospice
Cornwall Hospice
Porthpean Road
St Austell
PL26 6AB
Cornwall



salt.condensed.talents



I support Cornwall Hospice 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