

Clinical Fellow

Recruitment Pack



Welcome from the Chief Executive

Dear Prospective Clinical Fellow,

It is with great pleasure that I welcome you to explore the opportunity of joining our team at St Luke's Hospice.

Hospice care is a unique and deeply meaningful field of medicine - one that demands not only clinical excellence but also compassion, dignity, and a genuine commitment to the holistic well-being of patients and their families.

As a Clinical Fellow, you will become an integral part of a team that places people at the heart of everything we do.

At St Luke's, we are proud of our reputation for delivering outstanding end of life care. We are equally proud of our commitment to education, innovation, and professional development.

Our Clinical Fellow role will provide you with rich, hands-on experience in palliative care, supported by dedicated professionals who are passionate about providing exemplary care at a stage of life when patients feel the most vulnerable.

This is more than a placement it is a journey that will shape your understanding of care, deepen your clinical skills, and allow you to make a real difference when it matters most.

We believe that working in hospice care is a privilege, and we are excited to share that privilege with you.

Thank you for considering us as the next step in your professional journey.

We look forward to welcoming you to St Luke's.

Lindsey Bennister

Chief Executive Officer
St Luke's Hospice (Harrow and Brent)



About St Luke's Hospice

Our vision is to provide our patients with the best possible experience in their last phase of life.

Underpinned by our values of:

Caring – Care of all those who deliver and need our services

Respect – Demonstrate respect and be open-minded, inclusive and approachable

Excellence – Create an environment of continually achieving our goals

Inclusivity – Strive to reach all sections of our community in all areas of work

Empowerment – Empower our community to live a better life

We are a charity providing specialist end-of-life and palliative care to people living in the London boroughs of Harrow and Brent. Founded by local communities, we have been providing free expert end-of-life day care for local people since 1984 and specialist care in our Inpatient Unit (IPU) since 2000. Our IPU can care for people in their final days, provide intensive care to help get symptoms under control, or give respite care. Many of the people who are cared for in our IPU do go home again.

Two-thirds of our care is now provided in the comfort of people's homes, as we respect that this is where most people choose to be looked after. The care we give is free of charge, available to all, and respectful of the cultures, religions, and beliefs of our richly diverse community.

We believe in empowering people to live well, and St Luke's provides a wide range of expert care intended to keep people feeling well, independent and mobile for as long as possible. In addition to Home Care, our IPU and outpatient clinics provide a comprehensive range of care intended to support people's wellbeing, including patient and family support, complementary therapy, physiotherapy services, arts and crafts, garden therapy, advance care planning, spiritual support and bereavement support.

Our 24-hour helpline and referral service, the St Luke's Palliative Helpline (Pall24), is run by a dedicated team of expert nurses who can give advice, provide a rapid response in times of crisis and effectively coordinate care. The service helps with everything from arranging prescriptions and getting vital equipment delivered to anything that patients and their carers need to stay comfortably at home and avoid going to the hospital.

We also have a specialist community team who can manage more complex needs. In whichever way we provide care, it is given with compassion and dignity and involves looking after the patient as well as supporting those closest to them.

We are committed to working collaboratively and sharing our expertise with other health care professionals outside the Hospice. We have an extensive education portfolio offering nursing degree modules and providing training and shadowing opportunities for GP's, junior doctors, nurses, healthcare assistants, care home staff and paramedics. We emphasise good working relationships with our amazing colleagues in the NHS and take a highly collaborative approach to working together to improve the experience of people who are approaching their end of their life.



Recent national policy changes have brought together the eight boroughs of North West London (Brent, Harrow, Hillingdon, Ealing, Hounslow, Hammersmith & Fulham, Westminster, Kensington and Chelsea) into a single commissioning entity. The expectation is that provision is commissioned to common standards across all eight for health and social care. Services are now increasingly commissioned through partnerships across the NHS, local authorities and a range of other organisations in the third sector and other settings. There is strong encouragement for closer working between all those involved.

For end-of-life care, St Luke's is already a key leader in Harrow and Brent. Within our boroughs, we collaborate with our natural partners in our integrated care system, including our primary care networks, London North West Hospitals NHS trust, and Central London Community Healthcare NHS Trust.

We are proud to offer all our services free of charge. This is possible thanks to the generous support of our local communities and businesses. Our local community is a vital partner in our care, kindly supporting us through their donations and fundraising alongside the dedication of all our incredible volunteers who freely give us their time to support the best possible end-of-life care for local people. Only 25% of the total cost of our services is provided by the NHS. St Luke's Hospice is a registered charity and company limited by guarantee with its own trading arm, St Luke's Hospice Charity Shops Limited. St Luke's is a financially solvent organisation with reserves and sufficient income to cover its outgoings.

Our website www.stlukes-hospice.org has further information including a statement of purpose, vision, mission and value statements, statutory accounts, annual reviews and a CQC inspection report.





Our Vision

A world where people experience the best possible last phase of life

Our Mission

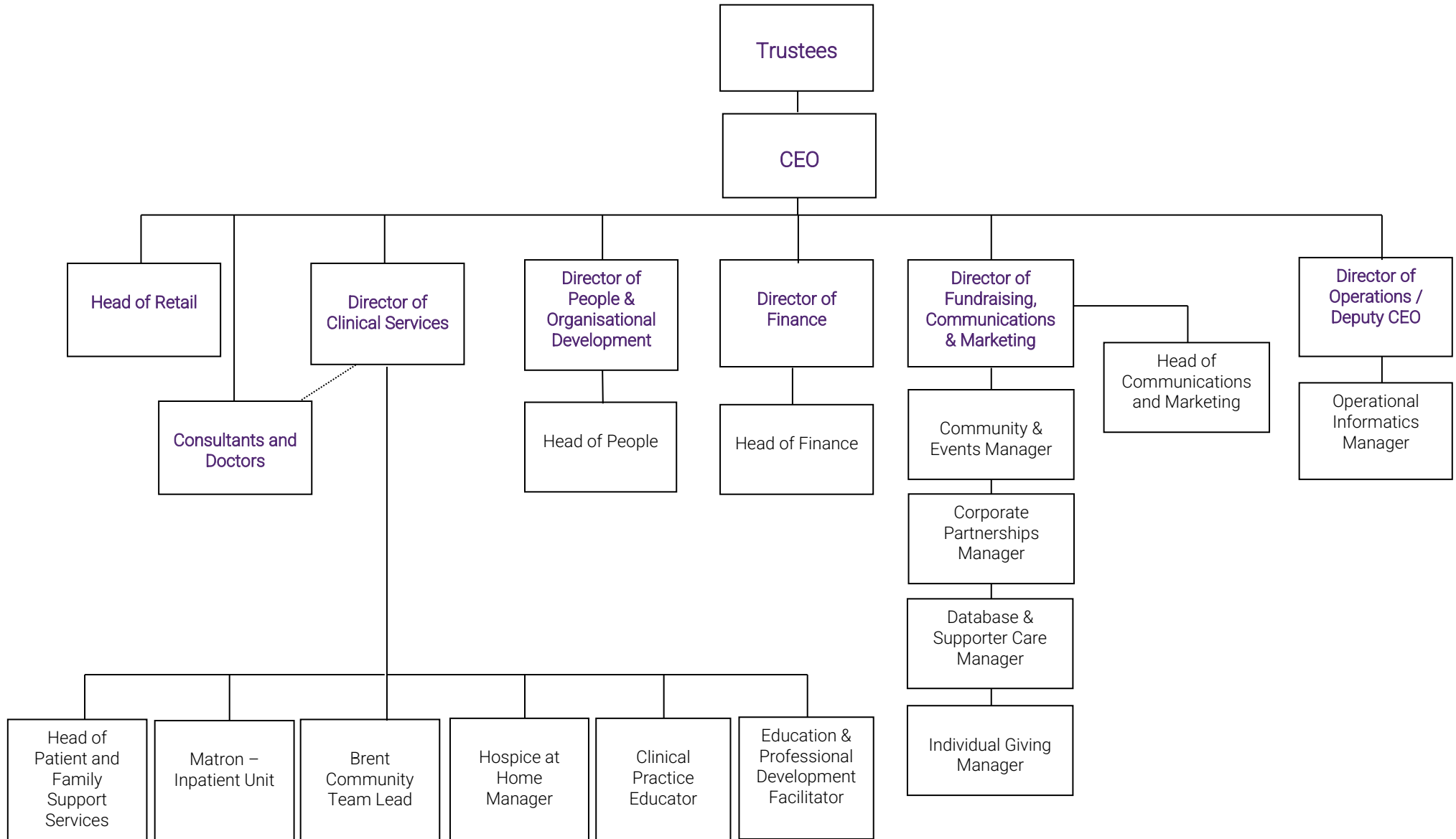
- Reach more people
- Constantly improve all that we do
- Extend our impact through collaboration, innovation and education
- Be an accountable and sustainable organisation

Our Values

- **Caring**
Care for all those who deliver and need our services.
- **Respect**
Demonstrate respect and be open-minded, inclusive and approachable.
- **Excellence**
Build an environment of continually achieving our goals.
- **Inclusivity**
Strive to reach all sections of our community in all areas of our work.
- **Empowerment**
Empower our community to live a better life.



Hospice Management Structure



Strategy at a glance 2025-2028

Strategic goals

Quality of Care

We will be the best hospice we can possibly be, providing high quality and compassionate hospice care and support to all people and their families who come to St Luke's or have our care at home.

Serving our community

We will embed ourselves at the heart of our local community through increased engagement and by working in partnership to provide high quality and compassionate hospice care and support to our community.

Sustainability

We will deliver strong leadership, financial stability, and dependable income sources, supported by a skilled team of employees and volunteers ready to face future challenges.

Key enablers

Our strategy is underpinned and enabled by sound financial management; robust finances and targets; accurate analysis; and accurate and timely management information.

Our strategy is also enabled by creative and innovative communications and marketing tailored to our target audiences and aimed at raising the profile of St Luke's Hospice, as we endeavour to be the best hospice we can possibly be.



Introduction to Clinical Services

St Luke's Hospice is a charity founded in 1988 with the aim of delivering high-quality palliative care to the communities of Harrow and Brent.

Initially sponsoring community palliative care CNS posts and a day unit it purchased the old Kenton Grange in 1995.

After a £3M renovation and extension, the new hospice opened its 12-bedded inpatient unit, enlarged day unit, physiotherapy service, base for the community teams and medical outpatient services in 2001.

More recently, further extension to the building has enabled expansion of day services within The Woodgrange Centre.

The building also provides the base for the Brent Specialist Community Palliative care services, our Hospice at Home and Fast Track Brokerage service and St Luke's Palliative Helpline (Pall 24).

The Inpatient Unit (IPU)

This offers care for patients who require symptom control, respite (both booked and unplanned), some rehabilitation and terminal care.

It has 6 single rooms, a double room and a four-bedded bay all with direct access to a beautiful garden or patio.

The medical and nursing team is supported by a patient and family support team, therapy lead, voluntary complementary therapists, physiotherapy service and bereavement team

Brent Community Palliative Care Service

Since 2005, St Luke's Hospice has provided this service to North Brent (population approx. 100,000).

The team provides a 7-day service and consists of a Consultant, a Team Leader, Clinical Nurse Specialists (CNS) and an Administrator.

The team supports patients in the management of physical symptoms, provides emotional and psychological support and advice in planning future care for patients and their families.

The team can also arrange practical support in the home, such as equipment and hospital beds, signpost to information about additional help that may be available, such as care at home, housing and financial matters, thus enabling those who wish to die at home.



Other community services

We also have a Hospice at Home and Fast Track Brokerage Service, which can rapidly provide packages of care to support patients who want to stay at home for end-of-life care.

St Luke's Palliative Helpline (Pall24) provides a telephone number to patients, carers, and Healthcare Professionals who need advice and support regarding End-of-Life Care and some provision for crisis visits.

Patient and Family Support Services

Patient and Family Support Services provide a program of emotional and practical support to patients living with a life limiting condition and their families, delivered by a specialist team including palliative care social workers, family support workers and trained volunteers both in 1:1 and group settings. Some services also offer support within the patient's home.

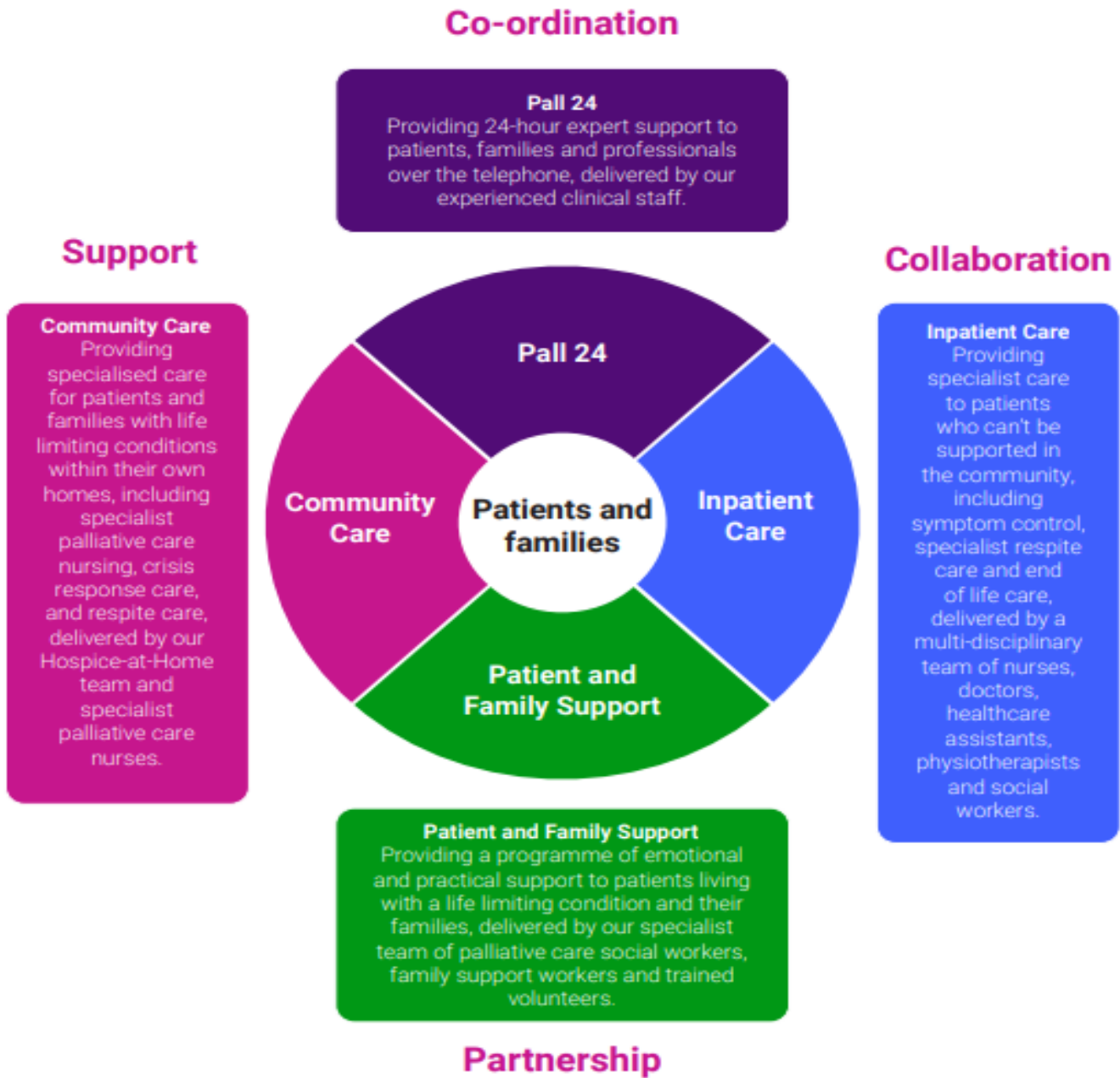
The Patient and Family Support service consists of psychosocial support both pre and post bereavement, physiotherapy, family and carer support, partnership learning sessions, wellbeing, social and activity sessions and complementary therapies.

Education Provider

The hospice plays a leading role in providing palliative care education across NW London. In addition to the internal education in which you are expected to participate, we provide education to many external professionals at both undergraduate and postgraduate levels and education to care homes, offering you an opportunity to teach.



Current model of service delivery



Job Description

Job Title	Clinical Fellow
Hours of work	Full-time and 1 in 5 on call
Salary Range	Salary £53,440 pa London Weighting £2162.04 On-call payments £1014.96
Location	St Luke's Hospice
Reporting to:	Consultant in Palliative Medicine

Job Purpose and Scope

This post is suitable for any doctor with at least 3 years post-qualification experience and an interest in working in palliative care.

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Key Relationships:

Consultants
Senior House Officer (ST1/2)
2nd clinical fellow
PA to the medical team
Director of Patient Services
Inpatient Ward Manager
Nursing Staff
Hospice Navigator
Brent community and Pall24 teams
Therapy and social work staff
Volunteers

Overview

The role provides holistic care across inpatient, outpatient, and community settings. You will collaborate with a multidisciplinary team and uphold the hospice's values and philosophy.

Job Plan

A tailored job plan will be developed, balancing inpatient, community, and learning duties.

Key Responsibilities

- Complete initial assessments and treatment plans for inpatients
- Provide daily patient reviews and symptom management
- Attend multidisciplinary meetings and consultant ward rounds

- Support community and outpatient care with supervision as needed
- Communicate with GPs regarding patient treatment and discharge
- Certify deaths and liaise with the Medical Examiner or Coroner
- Maintain clear, accurate documentation
- Recognise personal limits and seek appropriate support

General Duties

- Participate in quality improvement, audits, and research
- Contribute to staff education and hospice meetings
- Maintain up-to-date statutory training and professional standards
- Adhere to Clinical Governance, confidentiality, and GMC guidelines
- Report and assist with complaint investigations
- Comply with Health and Safety regulations

Learning and Development

Opportunities include:

- Working in multidisciplinary teams
- Gaining experience in varied palliative care settings
- Developing skills in symptom analysis and emergency management
- Enhancing communication and teamwork
- Understanding bereavement processes

Terms of Service

- Permanent, non-NHS post
- Access to study leave and funding
- Continuation of the NHS Pension
- Conditions include training, sick, maternity, and paternity leave (non-continuous with the NHS)
- Compliance with hospice policies
- Subject to revision as required

Equal Opportunities

Comply with and promote St. Luke's Hospice Equal Opportunity Policy and avoid any behaviour which discriminates against colleagues, potential employees, patients/clients or their families on the grounds of sex, marital status, race, age, belief, colour, nationality, ethnic or national origins, religion, disability, creed, class, gender or sexual orientation.

Mission & Core Values

All hospice staff are expected to work in line with St Luke's Mission & Core Values as these precepts act as a value base that directly influences how all work activities are undertaken. The ethos of the Hospice should be apparent in the behaviours and attitudes of all employees as the work they undertake, whether it is direct or indirect care, is ultimately for the benefit of patients. The Mission and

Core Values are an integral part of all job descriptions, the probationary period and performance and development reviews.

Person Specification

The above job description outlines the main duties and responsibilities of this post, and the person specification lists the requirements necessary to perform the job. Candidates will be assessed according to the extent to which they meet the specification. It is, therefore, important that applicants pay close attention to all aspects of the person specification when deciding if their skills, experience, and knowledge match these requirements.

Requirement	Essential	Desirable
MBBS or equivalent (A) PLAB test if applicable (C)	X	
Vast experience of general medicine and/or general practice (A I) Minimum 3 years full-time equivalent hospital experience post qualification	X	
Ability to work effectively in a multidisciplinary team (I) Excellent interpersonal skills with the ability to use tact, diplomacy, negotiation and persuasion as well as authority (A I) Evidence of effective communication skills with patients, relatives & colleagues (I) Ability to take independent clinical decisions when necessary and to recognise own limitations and seek advice as appropriate (I) Ethical Approach to medicine (I) Sound Palliative care Approach (I) Excellent spoken and written English (A I) Awareness and respect for colleagues, patients and relatives' dignity, privacy, integrity, cultural and religious beliefs (A I) An interest in palliative medicine as part of a planned career in palliative care or other field in which palliative care experience would be an advantage e.g. geriatric medicine, oncology or general practice (A I)	X	
Sound and up-to-date medical knowledge particularly relating to general medicine (A) (I)	X	
Basic computer skills (A)	X	
MRCGP or MRCP (A)		X
Experience in Palliative Medicine, Oncology or medicine (A I) Experience of quality improvement; audit; and teaching; (A I)		X
Interest in undergraduate and postgraduate teaching (A I) Ability to facilitate teaching programs (A I) Designed and completed quality improvement or audit projects and protocols (A I) Demonstrate an understanding of the concept of quality and value and how to embed this in practice (A I) Decisive and flexible (A I)		X



Job-Related Knowledge: Sound and up-to-date medical knowledge particularly relating to general medicine (A) (I)	Up to date with current practices in Palliative Care (A I)
Other Requirements: Full registration General Medical Council (C), Satisfactory Criminal Records Bureau Disclosure © Occupational Health Clearance Good work references Ability to meet the on-call requirements	



How to apply

To apply for this role please provide the following documents in **Microsoft Word format**:

- Complete Hospice application form via the advert
- Up to date CV
- Supporting statement (max. 2 pages) outlining your interest in the role and your fit against the essential experience criteria in the Person Specification

Please email your CV and Supporting statement to **HR@stlukes-hospice.org** by **Friday, 30 May 2025**

Timetable

Closing date: **16h00, Monday 30 May 2025**

Interviews will commence during the **2 June 2025**





Join Us!



St Luke's Hospice, Kenton Grange, Kenton Road, Harrow, HA3 0YG

t: 020 8382 8000 e: info@stlukes-hospice.org



www.stlukes-hospice.org