



Recruitment pack

Clinical Fellow
June 2025



Thank you for your interest in joining Team Hospice.

At Wigan & Leigh Hospice, our services enable people with a life limiting illness to live well for as long as possible, by providing them, and those closest to them, with outstanding care.

We enable people to live and die well in the place they feel most comfortable, and provide those people important to them to access effective support when they need it. We also provide training, advice and support for care settings and individuals on how to deliver outstanding palliative and end of life care.

Hospices play such an important role in their community, and Wigan & Leigh Hospice is no exception to that. Last year, we supported more than 1300 people across Wigan and Leigh at one of the most vulnerable times in their lives. Whether it's at the hospice, in people's homes, or in the community, our care is built on compassion, respect, and personal connection.

Our work is only possible because of the incredible support of the local community—people who first came together over 40 years ago to open the hospice doors, and who continue to walk alongside us today, helping to ensure we're always here for those who need us.

If you share our values and want to make a meaningful difference every day, we'd love to hear from you.

Our Mission & Values

Our mission is to promote and provide outstanding care, specialist support and information for people experiencing and affected by life-limiting illness, dying and bereavement

This is supported by our values, which are at the centre of everything we do:

C ompassion:

Providing a caring, empathic and person-centred approach which serves the whole needs of patients and supports those people important to them.

A ccessibility:

Welcoming, transparent and open to the community we serve and those that support our charity.

R espect:

Appreciative of our individual differences and ensuring dignity and inclusivity.

E xcellence:

Offering a professional, high quality service which is always developing and is responsive to patient needs and to those people important to our patients.



About the role

This is an exciting opportunity to join an expanding and forward-thinking service. The Hospice provides Specialist Palliative Care through its 14 bed Inpatient Unit, Outpatient Clinics, and extensive Community services. The main responsibilities of the post are to provide outstanding care to Hospice inpatients. The post is fully supported by a comprehensive multidisciplinary team.

Applicants must be fully registered with the GMC and have successfully completed their foundation training and have an interest in palliative medicine. Relevant training will be provided.

We are looking to recruit one doctor on a permanent basis, working 8 PAs (4 days a week) plus maximum of 1 in 5 on-call.



What are we offering?

Salary: £55,825 per annum, inclusive of on-call (this covers 8 sessions, 32 hours per week, plus 1 in 5 on-call)

We're committed to creating a workplace where you feel supported, valued, and able to thrive.

As part of our team, you'll have access to a comprehensive range of benefits, including:

- **A warm and welcoming environment:** You'll be part of a supportive team working in a calm, compassionate setting, with access to our beautiful hospice gardens.
- **Comprehensive induction:** We provide a thorough and supportive induction programme designed to welcome you, build your confidence, and equip you with everything you need to succeed in your new role.
- **Wellbeing Initiatives:** We understand the importance of balance and wellbeing, and we actively support a healthy work-life blend that enables you to thrive both personally and professionally
- **Generous annual leave:** 35 days (inclusive of bank holidays), increasing with length of service,
- **3 additional days annual leave** in respect of on-call requirement.
- **Contributory Pension Scheme:** We offer a contributory private pension scheme to support your future. If you have contributed to the NHS Pension Scheme within the last 12 months, you will be eligible to continue your NHS pension while working with us.

We also provide:

- **Free on-site parking** for convenience.
- **Subsidised lunches** freshly prepared each day.
- **Cycle to Work Scheme** to promote sustainable travel and wellbeing.
- **Exclusive shopping**, leisure, and holiday discounts.
- **On-demand GP access** for quick and convenient healthcare advice.
- **Westfield Health Cash Plan** to help with everyday healthcare costs.

All Wigan & Leigh Hospice employees are expected to:

- Show commitment to our vision, mission, and values: Compassion, Accessibility, Respect and Excellence and demonstrate this through their work and interactions internally and externally, and on our behalf.
- Reflect the values of Wigan & Leigh Hospice in all behaviour and activities including alignment with the hospice's strategic priorities
- Be committed to furthering the aims of the charity and developing your own skills to benefit both yourself and the charity.
- Respect our obligations and approaches to health and safety, data protection, equality and diversity and safeguarding compliance and best practice.
- Take responsibility for the safety of yourself and others, raising concerns about anything you feel may put someone at risk.
- Promote and safeguard the good reputation of the charity by acting in a way which is ethical and moral, and avoiding any activities that could bring the charity's reputation into disrepute.



Role Requirements

As **Clinical Fellow**, you will provide high quality, evidence-based specialist palliative care to patients and their families with care, compassion and dignity. You will carry out clinical work under the supervision of the Medical Director and other senior medical staff as part of the Hospice multi-disciplinary team. You will participate in the on-call rota providing 24-hour medical cover for the Hospice.

Main Responsibilities:

1. Deliver specialist palliative care to include the day-to-day medical management of inpatients, including diagnosis, appropriate investigations, treatments and discharge planning, including initial assessment and daily reviews.
2. Ensure clear and supportive communication with patients, carers and relatives, regarding their care.
3. Ensure that care is provided in accordance with the Mental Capacity Act 2005, maintain contemporaneous records of all patient contacts including contacts with relatives and other carers, complete administration tasks resulting from medical duties, such as discharge letters and paperwork relating to deaths and discharges, participate in appropriate clinical meetings as part of the multidisciplinary team.
4. Participate in non-resident on-call rota for the Hospice.
5. Work collaboratively with the Hospice Medical Director and Senior Doctors to ensure efficient and effective management, planning and co-ordination of the medical team's resources.
6. Manage referrals for Hospice admission, assessing their appropriateness, managing the waiting list and planning admissions according to bed and staff availability.
7. Support Medical Students on placement and Foundation Trainees in their roles on the inpatient unit, acting as a positive role model at all times.
8. Participate in the development and mentoring of new staff members, including familiarising them with the policies, procedures and values of the Hospice.
9. Be a role model who clearly expresses the Hospice vision, values and service quality.
10. Participate in delivery of education both within the Hospice and where appropriate to external colleagues.
11. Support the team in maintaining quality and standards of service ensuring patients, staff, volunteers and the public receive safe, well managed care.

Person Specification

This post is central to ensuring the delivery of a high standard of care to the patients and families under the care of Wigan and Leigh Hospice. The post-holder will be supported to develop further specialist skills through training and personal development.

The ideal candidate will be a highly motivated, innovative and enthusiastic doctor, committed to providing high quality, effective care and to sharing their knowledge, skills and experience with other healthcare providers in any setting.

To be successful in this role you will need the following:

Essential Criteria

Qualifications & Experience

- Recognized medical qualification (MBBS or equivalent)
- Full registration with the GMC and holding a licence to practise
- Completion of Foundation Training Programme (or equivalent)
- Knowledge and experience of multidisciplinary team working in specialities relevant to Palliative Care
- Experience of audit work

Skills & Abilities

- Proficient written and verbal skills in English language
- Strong interest in palliative medicine and a commitment to the vision and values of Wigan and Leigh Hospice
- Capable of organising and prioritising work effectively
- Problem solving skills and good clinical judgement
- Awareness of confidentiality and ethical issues
- Excellent team working skills
- Commitment to continuing professional development
- Strong IT skills
- Excellent communication skills

Desirable Criteria

- Experience in Palliative Care
- Advanced Communication Skills
- Experience of teaching

Other

- Able to attend the hospice within 30-40 minutes when on-call
- Driver with a valid licence or ability to travel effectively to undertake required duties
- Member of a Medical Defence Organisation

Organisational structure

Hospice Board of Trustees

Chief Executive

Medical
Director

Clinical
Director

Director of
People and
Operations

Director of
Business
Development

Senior Doctor

Education &
Training Lead

HR and
Volunteer
Manager

Head of
Finance

Advanced
Clinical
Practitioner

In Patient Unit
Manager

Facilities
Manager

Fundraising &
Community
Engagement

SpRs, GP
Trainees & FY2

Clinical Lead for
Community &
Wellbeing

Head Cook

Individual
Giving &
Lottery Mgr

Digital
Systems
Manager

Marketing &
Comms
Manager

Quality &
Governance
Lead

Retail
Development
Manager

How to apply

All applications are to be made through NHS Jobs www.jobs.nhs.uk

Interviews will take place on Tuesday 08 July 2025. If you have not heard from us within two weeks after the closing date, this will mean you have been unsuccessful this time.

- **Application deadline:** Monday 23rd June at 11:59 pm

Please note this role is not eligible for sponsorship under the Skilled Worker route of the Points Based System. Candidates will need to be able to demonstrate their right to work in the UK in order to be eligible to take up the post.

About us

Wigan and Leigh Hospice is a well-established charity which has been operating since 1983. We provide a wide range of palliative care services to people with advancing life-limiting illnesses of any diagnosis and to those people important to them. The support we offer is tailored to meet individuals' physical, social, spiritual and emotional needs.

We are committed to protect the privacy and security of your personal information. To see how we do this please visit our website and read our "Role Applicants Data Protection Compliance Statement (Privacy Notice)".