



Recruitment

Pack

2026

Specialty Doctor in Palliative Medicine

Hello from the CEO

Welcome

Firstly, thank you for taking an interest in the opportunity to be our new Specialty Doctor.

Ardgowan Hospice is a fantastic place. My first day, Valentine's Day 2022, was the day I fell in love with this extraordinary organisation. I was told once that the etymology of the word Palliative is 'to cloak'. And that is what we seek to do with people needing our services, their families and friends. We want to 'cloak' them with love, care, and compassion, hopefully leaving them feeling supported at what can often be the very worst of times.



We are changing. We are undertaking a vast range of changes to our culture and the services we deliver. Our mission is to become the best wee Hospice in Scotland. On a good day, we'll tell you that we really mean the UK! Our goal is to be a centre of excellence in all we do. At the heart of that is ensuring that every person in Inverclyde requiring palliative or end-of-life care receives the best possible care, with the hospice at the centre, providing specialist treatment, education, and advice.

We want Ardgowan to reflect the people we serve and reach all parts of our community. We want dynamic, innovative, and proactive person-centred services that go well beyond the tick-box definition. Our goal is to have a staff team that is highly trained, well-supported and engaged.

The feedback we receive from our service users is overwhelmingly positive. But we want to do more - to be more. We are not short of ambition. When I started, I asked the Board for five years to radically transform our services to ensure we meet our goals. We are just over four years in, and we've come a long way. But there remains more to do.

Over the last four years, we have seen a change in the patients we serve. We have patients with increased acuity, pain management and symptom control needs, as well as some with high levels of social need. This has resulted in patients (inpatient & community) being generally younger, with increased visitor footfall and younger families needing support.

This year marks our 45th birthday, and with it, a time to reflect not just on our history but on getting to a place where, for the next 45 years, we provide services that meet the changing needs of our community. We are beginning to explore what our models of care will look like for the future. Like many hospices, we realise that we need our inpatient unit to be more responsive, and we need our community offer to be more inclusive and encompassing.

I hope you find enough information in this pack to pique your interest. If you would like to have an informal conversation with the team or to visit the hospice, please get in touch with Dr Narmadha Kali Vanan, our Specialty Doctor, on narmadha.kalivanan@ardgowanhospice.org.

Thank you for your interest, and I look forward to meeting you in due course.

Warm regards,

A handwritten signature in black ink, appearing to be 'Graham Gardiner', with a long horizontal flourish extending to the right.

Graham Gardiner

graham@ardgowanhospice.org



Job Title	Specialty Doctor in Palliative Medicine
Team	Medical, responsible to Consultant
Band/Salary Range	As per Specialty Doctor payscale (BMA 2022 contract), pro-rata for part-time hours.
Hours	Up to 32 hours per week + participation in a 1-in-5 non-residential on-call. Fixed term for one year.
Updated	June 2026

About Ardgowan Hospice, Our Values and Behaviours

Our Mission

Ardgowan Hospice is a compassionate place of care for people living in Inverclyde who have been diagnosed with a life-limiting illness, such as cancer, heart failure, lung disease, kidney failure or neurological conditions.

We care passionately about making every moment matter and improving quality of life.

In this role, you are expected to follow our values, demonstrating your commitment to delivering high-quality services to patients at all times.

Our Values

Grow with CARE



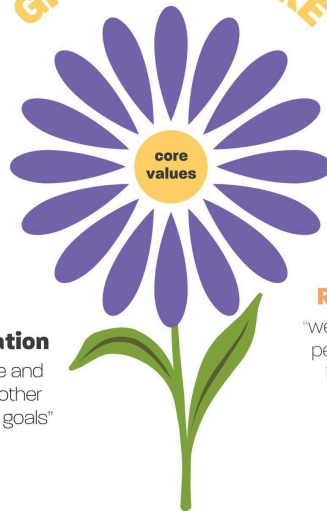
Compassion

"at the heart of compassion is kindness"



Appreciation

"encourage and help each other achieve our goals"



Respect

"we value each person as an individual"



Equality

"make sure nobody is excluded or left behind"



Job Summary

We are seeking an enthusiastic Specialty Doctor in Palliative Medicine to be part of our Specialist Palliative Care Team at Ardgowan Hospice. This is an ideal opportunity to join the multidisciplinary team providing specialist palliative care across inpatient and community settings in Inverclyde.

This role will be suitable for a doctor with at least four years of postgraduate experience with an interest in palliative medicine or in gaining experience to take into a career in general practice, oncology or another branch of medicine. This is a fixed term post for 1 year.

This position is based at Ardgowan Hospice, Greenock. You will work alongside a Consultant in Palliative Medicine, a Specialty Doctor in Palliative Medicine, Advanced Clinical Nurse Specialists, Community Clinical Nurse Specialists and the Inpatient Unit Nursing team as part of your role.

The Inpatient Unit (IPU) is an 8-bedded specialist palliative care unit, admitting patients from Inverclyde, Cowal peninsula, Bute and North Ayrshire (Largs and Skelmorlie). The Community team provides specialist palliative care across the Inverclyde area (from Kilmacolm to Wemyss Bay) and North Ayrshire (Skelmorlie).

Your role will involve providing middle tier medical cover across inpatient and community settings, with senior medical support available at all times. It is a dynamic role that requires strong organisational skills and the ability to prioritise clinical and non-clinical tasks appropriately. This includes face-to-face reviews, providing specialist palliative care advice via our Healthcare Professional Helpline and participation in IPU multidisciplinary meetings and community caseload reviews. It will also involve participating in triage discussions about new referrals and liaising with the local Hospital Palliative Care Team based at Inverclyde Royal Hospital.

There will be many opportunities to get involved with quality improvement projects as part of ongoing service development initiatives. You will contribute to clinical governance activities such as audits.

You will contribute actively to the teaching of University of Glasgow medical students and also support medical students on electives. We have shadowing healthcare professionals such as Internal Medicine Trainees and doctors on taster weeks on a regular basis.

The successful applicant will join a 1 in 5 non-residential on-call rota as their out-of-hours commitment. This involves being the 1st on call for inpatients in Ardgowan Hospice with 2nd on consultant cover available for support.

You will be encouraged to think about a Personal Development Plan with your career aspirations in mind, with access to relevant CPD opportunities and study leave as part of your role.

Indicative Job Plan

Total number of Programmed Activities: 8 (7 DCC, 1 SPA).

Direct Clinical Care (needs may vary day to day so a degree of flexibility will be required)

- Regular and triggered F2F review of ward inpatients, as dictated by clinical need and complexity, alongside the Advanced Clinical Nurse Specialist team, with senior medical support available
- Telephone advice (external healthcare professionals), F2F advice and F2F review as dictated by clinical need and complexity in community patients, alongside Community Clinical Nurse Specialists, with senior medical support available
- Participation in weekly community caseload reviews
- Participation in weekly IPU MDT

Supporting Professional Activities

- 1 core SPA session (flexible location) - for CPD, appraisal, job planning and revalidation needs

The precise allocation of SPA time and objectives will be agreed with the successful applicant and will be reviewed at annual job planning. This job plan is negotiable and will be agreed between the successful application and the senior medical team.

The job plan will involve a degree of flexibility as daily work will be dictated by clinical need and complexity across inpatient and community settings. SPA time will be taken as a full day on a fortnightly basis with flexible working location - so the job plan will likely involve alternating between Week One schedule as detailed below and Week Two schedule which is similar to below, but includes a full SPA day.

Day	Time	Location	Work	Type	Number of PAs
Mon	Day Off				
Tues	09:00-1300	Hospice	IPU Medical Ward Round. Medical student teaching.	DCC	1
	1300 - 1700	Hospice	IPU medical support, Community medical support. Patient-related admin.	DCC	1
Wed	0900 - 1300	Hospice	IPU medical support, Community medical support	DCC	1
	1300 - 1700	Hospice	IPU medical support, Community medical support. Patient-related admin.	DCC	1
Thurs	0900 - 1300	Hospice	Doctors' meeting. IPU medical support and Community medical support.	DCC	1
	1300 - 1700	Hospice	IPU MDT. Patient-related admin.	DCC	1
Fri	0900 - 1300	Hospice	Consultant ward round. Community medical support. Patient-related admin.	DCC	1
	1300 - 1700	Hospice	IPU medical support, Community medical support. Patient-related admin.	DCC	1
On-call responsibilities and additional agreed roles to be worked flexibly					
On-Call		Flexible	1:5 non resident on call rota	DCC	0.5

We support flexible working at Ardgowan Hospice and are willing to consider job share arrangements to the right candidate. The contract offered will be with Ardgowan Hospice, with terms in line with BMA terms and conditions for service for the Specialty Doctor contract in Scotland. We offer our own pension scheme however you are able to maintain your NHS pension if you are a member of the NHS pension scheme.

The Team

We are a small, close-knit multidisciplinary team who work flexibly across inpatient and community settings.

You will be managed by the Consultant. The medical team consists of a Consultant (0.7WTE) with reciprocal Consultant support being provided by St Vincent's Hospice to cover days off and annual leave.

You will work alongside a permanent Specialty Doctor (0.8WTE) across IPU and community, with an interest in service development and quality improvement alongside an external role supporting SAS career development.

Others you will be working closely with:

- Two Advanced Clinical Nurse Specialists, working across IPU and community settings
- One IPU Manager
- Three Community Clinical Nurse Specialists
- IPU Nursing team
- Wellbeing team
- Business Support team (support with clinical administration tasks)

Key Relationships – Internal & External

Internal

- As detailed above in 'The Team' section

External

- IRH Hospital Palliative Care Team - Consultant and Clinical Nurse Specialists
- Clyde Consultants in Palliative Medicine group (St Vincent's Hospice and ACCORD Hospice)
- GPs and District Nurses in Inverclyde

Learning & Development

You will be expected to complete mandatory e-learning modules on Learnpro which are tailored to your role.

You are also expected to reflect on your practice, identify improvement areas and contribute to your annual personal development plan.

You will be expected to participate in annual appraisal and revalidation which will be coordinated with the NHS Greater Glasgow and Clyde appraisal team.

Job Criteria

Criteria	Application	Interview
Qualifications and training		
1. Medical doctor, fully registered with the GMC with a license to practice	✓	
2. Completed at least four years' full-time postgraduate training (or its equivalent gained on a less than full time or flexible basis) at least two of which will be in a Specialty Training Programme or specialty registrar locum appointment for training (LAT), or shall have equivalent training, experience or competencies, either in the UK or overseas in relevant specialties.	✓	
Experience, motivation, skills and knowledge		
3. Evidence of interest and/or experience in specialist palliative care and/or relevant specialty pertinent to future career aspirations	✓	✓
3. Adaptability for working in a changeable environment, being responsive to the needs of the organisation and its users	✓	✓
4. Ability to work within a multidisciplinary team in specialist palliative care, providing robust medical input, while recognising own limitations and seeking senior advice appropriately	✓	✓
5. Strong interpersonal and communication skills	✓	✓
6. Excellent planning and organisation skills	✓	✓
7. Experience and interest in quality improvement activity	✓	✓
8. Understanding of clinical governance and evidence of participation e.g. audit	✓	✓
9. Experience and interest in teaching i.e. medical undergraduates, supporting educational needs of multidisciplinary team	✓	✓