



# Speciality Doctor in Palliative Medicine

## Applicant Information



St Matthew's Church on the River Tay: Visit Scotland / Kenny Lam



Closing Date: 18<sup>th</sup> October 2023

# Welcome from the Recruitment Team



Welcome to NHS Tayside

Thank you for your interest in working for NHS Tayside and we hope you are encouraged to apply for one of the many excellent employment opportunities we currently have on offer.

If you are new to making an application to NHS Tayside, we ask you to take the time to read through this information to learn more about us. We have also included links you may wish to read.

NHS Tayside follows a fair and consistent recruitment and selection process to ensure recruitment decisions are based on candidate skills, knowledge, experience and qualifications. To ensure fairness to all applicants, decisions to shortlist you for interview will be based solely on the information you supply within your application. Therefore, it is important that you complete all sections of the application with as much information as possible.

If you have a disability or long-term health condition, the Board is committed to offering reasonable adjustments throughout the recruitment process and employment. If you require further information or support, please contact the Recruitment Team.

If this is the first time you have applied for an NHS Tayside vacancy via our eRecruitment system (Jobtrain), you will be asked to create an account. Please make sure the email address submitted is correct as this will be our primary method of contact during each stage of the recruitment process. You will receive emails from our eRecruitment system throughout the process, you can reply to these and they will be received by our Medical Recruitment Team. Please ensure you check the email account, including junk/spam folders regularly.

We look forward to hearing from you and wish you success with your application.



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Tay Rail Bridge seen from The Law: Visit Scotland / Kenny Lam

# NHS Tayside

Specialist Palliative Medicine Services

Speciality Doctor in Palliative Medicine

6.5 PAs per week



NHS Tayside seeks to appoint a Speciality Doctor in Palliative Medicine based at Cornhill Macmillan Centre, Perth Royal Infirmary.

The post holder will become part of an innovative and dynamic multidisciplinary team seeking to deliver high standards of specialist palliative care in all care settings: in-patient unit, acute hospital and the community setting. There will be close working with primary care colleagues and acute hospital colleagues, as well providing care for patients in a 10-bed Specialist Palliative Care Unit. This is an excellent opportunity for applicants interested in Palliative Medicine to experience working in all care settings.

NHS Tayside has a Tayside Wide Specialist Palliative Medicine Service which supports patients and staff in all health care settings including home, nursing homes, community hospitals, two specialist palliative care units and two University teaching hospitals.

The multidisciplinary team for Perth Specialist Palliative Care includes 2 consultants, 3 speciality doctors, 1 GPST2 doctor, 1 FY2 doctor and rotating Speciality Trainee doctors as well as Clinical Nurse Specialists for the community and hospital.

This post is based in Cornhill, Perth Royal Infirmary; however, applicants will have flexibility to work across sites within the Tayside Specialist Palliative Care Service. The post includes providing 1:6 morning weekend cover for Cornhill Macmillan Centre.

Previous experience in Specialist Palliative Care or other closely related specialities is essential.

Applicants should have full registration with the General Medical Council and shall have completed at least four years' full-time post graduate training (or its equivalent on a part-time or flexible basis) at least two of which will be in a specialty training programme in Palliative Medicine or have equivalent experience and competencies.

Informal enquiries can be made to Dr Claire Douglas or Dr Ruth Isherwood - Consultants in Palliative Medicine based in Perth, or Katharine Thompson, Consultant in Palliative Medicine/Lead Clinician for Tayside Palliative Care Services based in Dundee.

**Closing Date: 18<sup>th</sup> October 2023**

We are a Skilled Worker visa sponsorship employer and as such, welcome applications from international candidates. Further information can be found at

<https://www.gov.uk/skilled-worker-visa>

Short-listed applicants will be contacted by email. Please check your emails regularly, including your junk/spam folder.

NHS Scotland is committed to encouraging equality and diversity among our workforce and eliminating unlawful discrimination. The aim is for our workforce to be truly representative and for each employee to feel respected and able to give their best. To this end, NHS Scotland welcomes applications from all sections of society.

## **Section 2: LIVING IN TAYSIDE**

When choosing somewhere to work and live, quality of life is key. Tayside is one of the few locations in the UK which combines the best of both worlds – city facilities in Dundee and Perth on a friendly community scale, and easy access to some of the most stunning countryside in Scotland. Set on the spectacular Tay Estuary, Dundee, the principal city in Tayside and the sunniest city in Scotland, sits in a landscape of wild beaches, championship golf courses, quaint coastal villages and beyond them, Scotland's famous mountains and glens.

Dundee is conveniently located within easy reach of three other large cities in Scotland – Edinburgh, Glasgow and Aberdeen and within a 90 minute drive from 90% of Scotland's population. There are excellent road, rail and bus links to all 3 cities and London is six hours by rail and just over an hour by air from Dundee airport, flying direct to London City Airport. There is a vibrant arts scene in Dundee and beyond. Scotland's first design museum, The V&A Museum of Design, opened in 2019 as part of significant ongoing investment and redevelopment of Dundee waterfront including the forthcoming development of the Eden Project, Dundee. Dundee is the UK's only UNESCO City of Design. Within Dundee, in addition to the new waterfront development, there are a number of attractions to suit all ages including Discovery point, the Dundee Contemporary Arts centre and the Dundee Science Centre.

Beyond Dundee, the River Tay and its estuary, the coasts of Angus and Fife and the nearby hills and mountains of Perthshire offer scope for almost any outdoor activity. Furthermore, St. Andrews home to a number of world famous golf courses, picturesque town and beach, is only a short drive away. Whether you want to live in the rural countryside, a seaside village or one of Tayside's vibrant cities or towns, there is a variety of housing choices to suit all budgets. The salaries of employees in Dundee currently go further on the property ladder than almost any other city in the UK. There are a good variety of primary and secondary schools. There is also the option of private schooling with schools to choose from in Dundee City, St Andrews and Perth and Kinross. Further information about these areas can be found by clicking these links [Dundee Angus](#) [Perth & Kinross](#) [Fife](#) [Scotland](#)



Glen Etive: Visit Scotland / Kenny Lam



St Andrews Castle: Visit Scotland / Paul Tomkins

## Section 3: NHS TAYSIDE

This post offers the opportunity to live and work in the Tayside region of central Scotland, widely regarded as one of the most scenic areas in the UK with a high quality of life.

NHS Tayside is the 4<sup>th</sup> largest board in Scotland led by our Chief Executive, Professor Grant Archibald, our Medical Director, Dr Pamela Johnston and our Executive Director of Nursing, Claire Pearce.

### Our NHS Tayside Vision

“Everyone has the best care experience possible”

### Our NHS Tayside Aim

To be the best at getting better

### Our NHS Tayside Values

Care and Compassion  
Dignity and Respect  
Openness, Honesty and Responsibility  
Quality and Teamwork



Tayside covers a wide area and three local councils (Perth & Kinross, Angus and Dundee City) and patients from North Fife also access services in Tayside. There are joint services between NHS Tayside and NHS Fife including ENT, Vascular Surgery and Interventional Radiology.

The approximate populations are:

- Tayside Population 410,000
- Angus 116,000

- Dundee 147,000
- Perth and Kinross 151,000
- North East Fife 74,000

Ranked 1<sup>st</sup> in the UK for Medicine in the Complete University Guide 2021 and the Guardian University Guide 2021, the University of Dundee Medical School is integrated into the Ninewells Hospital campus and has an international reputation for excellence in teaching and high impact clinical research placing it amongst the best places in the world to study and to practice medicine.

Each of the three local councils now have a Health and Social Care Partnership (HSCP). Medicine for the Elderly is also hosted by the HSCPs and further development for other health services to be hosted by HSCPs rather than NHS Tayside is ongoing. NHS Tayside has a national reputation for models of service development, health informatics and quality improvement.

More information on the HSCPs can be found at

Angus: <https://www.angushscp.scot/>

Dundee: <https://www.dundeehscp.com/>

Perth & Kinross: <https://www.pkc.gov.uk/integration>

There are two hospitals which admit acute general medical patients and provide in-patient services; Ninewells Hospital, Dundee and Perth Royal Infirmary. The hospitals are 20 miles apart and there is a direct bus service to facilitate travel. There are a number of intermediate care hospitals in Angus and Perth & Kinross which also provide out-patient services. Ninewells Hospital and Medical School is a large teaching hospital for the University of Dundee, and houses most medical and surgical disciplines with supporting laboratory services. Stracathro Hospital has been developed as an outpatient diagnostic and treatment centre.

Further information about NHS Tayside can be found at <https://www.nhstayside.scot.nhs.uk/>

If you are thinking about joining us from overseas, further information can be found at <https://www.scotland.org/work/career-opportunities/healthcare>

## **Teaching and Training Opportunities**

NHS Tayside has one of the largest and most successful teaching hospitals in Scotland. The University of Dundee Medical School was ranked 1<sup>st</sup> in the UK 2021 Complete University Guide. We have a growing national and international reputation for medical teaching and research and are recognised as a centre of excellence.

We successfully train doctors, nurses and other healthcare professionals from all of the UK and the world, many of whom choose to remain in employment with NHS Tayside and continue to contribute to the development of the organization, promoting new techniques and going on to train the doctors, surgeons and nurses of tomorrow.

NHS Education for Scotland (NES) and NHS Tayside recruits junior medical staff both UK and worldwide. We are committed to providing a high standard of medical education and are able to offer training in a variety of specialties at foundation and specialty level, with the majority of training posts in the East of Scotland rotating through our Tayside Hospitals and Raigmore in Inverness.

Information regarding training with links to the appropriate UK websites can be found at <https://www.scotmt.scot.nhs.uk/> and <https://nes.scot.nhs.uk/>

We enjoy close links with the University of Dundee (<https://www.dundee.ac.uk/>) whose Medical School is renowned for preparing its medical students to become world-class doctors. Alongside NHS Tayside, the University of Dundee offers start-of-the-art medical teaching facilities including lecture theatres, seminar rooms, clinical skills training area, simulation rooms, computing suites, as well as library facilities at the main campus and within UDOTS on the Ninewells Site.

## **What we can offer you**

Working with NHS Tayside offers a variety of opportunities and benefits:

- Access to the NHS pension scheme
- Assistance relocating to Tayside
- NHS Tayside is an equal opportunities employer and promotes work-life balance and family-friendly policies
- A beautiful setting to live and work and to take time out after a busy day or week
- A wide range of affordable housing and some of the best schools in Scotland
- Access to a transport network offering easy travel links to the rest of the UK
- Offers and discounts through <https://www.nhsstaffbenefits.co.uk/> and <https://www.bluelightcard.co.uk/>
- Access to corporate passes and staff lottery through Tayside TREATS
- Supportive staff health and wellbeing services
- On-site accommodation
- On-site Community Gardens within grounds of Ninewells Hospital
- Working environment within recently appointed Macmillan Centres in the grounds of community hospitals



## **Section 4: SPECIALITY / DEPARTMENT SERVICES IN TAYSIDE**

### **1. Introduction**

NHS Tayside has a Tayside Wide Specialist Palliative Care Service which supports patients and staff in all health care settings including: home, nursing homes, community hospitals, two specialist palliative care units and two University teaching hospitals.

### **2. Background**

#### **Tayside Specialist Palliative Care Service**

NHS Tayside serves a population of approximately 415,000 people over the local councils of Perth and Kinross (151,000), Dundee (147,000) and Angus (116,000). It also accommodates patients from North East Fife (74,000). It is a large geographical area with its population scattered over an area of approximately 100 miles by 80 miles. This in itself presents an exciting challenge in offering access to specialist palliative care to those at home, in hospitals, in community hospitals in urban or rural areas in Tayside. Tayside Specialist Palliative Care Service aims to provide quality care appropriate to location [home, palliative care unit, nursing home or hospital] and level of complexity. Education and telephone advice for all health professionals are core activities of the service. The Tayside Specialist Palliative Care Service is hosted within the Dundee Health and Social Care Partnership but operates across four main clinical hubs: Angus Specialist Palliative Care Service, Roxburghe House & Dundee Specialist Palliative Care Service, Ninewells Specialist Palliative Care Service and Perth and Kinross Specialist Palliative Care Service. The latter is based in Cornhill Macmillan Centre, serving the community and Perth Royal Infirmary, as well as housing the palliative care unit. The Tayside Palliative Medicine Service works across each of these clinical centres as a unified team and provides specialist palliative care support across Tayside out of hours.

## **Specialist Palliative Care in Angus**

The Angus Specialist Palliative Care Service provides a community based service through a peripatetic, integrated model comprising outpatient clinics (Stracathro, Forfar and Arbroath), day services (Stracathro Forfar and Arbroath), Community Macmillan nurse services and specialist support of 3 community hospitals: Arbroath Infirmary, Arbroath; Whitehills Community Hospital, Forfar; Stracathro Hospital, Stracathro. The team works closely with Primary Care Teams as well as with Medicine for the Elderly who oversee the community hospital in patients.

## **Ninewells Palliative Care Service**

The Ninewells Palliative Care Service consists of an advisory service and 3 bed Acute Palliative Care In-patient Unit. Ninewells is a large University teaching hospital, which includes all main specialties. It also hosts the Regional Cancer Centre, the Medical School and the Postgraduate Centre. It also contains new Cancer Research Facilities of the University of Dundee. Tayside also benefits from the presence of the Maggie's Centre in the grounds of Ninewells Hospital which provides a wide range of support for patients with cancer.

## **Specialist Palliative Care in Perth & Kinross**

### **Cornhill Macmillan Centre**

Cornhill Macmillan Centre is a 10 bed purpose built NHS palliative care unit in the grounds of Perth Royal Infirmary, Taymount Terrace, Perth. It has day care and clinic facilities. It has an experienced Multidisciplinary Team consisting of a clinical co-ordinator, medical staff (described in detail later), inpatient nursing staff, 0.6 WTE Hospital Palliative Care CNS, Community Macmillan CNS Team, nurse led day services, occupational therapy, physiotherapist, pharmacist, social worker assistant, bereavement counsellor, complementary therapies, volunteer services manager and chaplaincy support. There is an education team who support education in-house and to the community and hospital, working with the wider Tayside Specialist Palliative Care education team. This includes the use of the ECHO model for education (Extension for Community Healthcare Outcomes).

Cornhill services are supported by an admin team.

### **Perth Royal Infirmary (PRI) Specialist Palliative Care Service**

Perth Royal Infirmary is a University teaching hospital located approximately one mile from the city centre. It currently provides acute medical care for approximately one third of the Tayside population with daily acute takes of 20-30 patients. There are 85 acute medical beds, a 4 bed CCU and 4 bed Medical HDU. It also provides Medicine for the Elderly services, a range of out-patient services, a chemotherapy day-unit and a satellite dialysis unit.

Elective orthopaedic surgery is provided and PRI is now being established as a centre of excellence for elective surgery. Ninewells Hospital, Dundee is located 20 miles away and

provides centralised care for acute surgical specialties and some emergency medical services such as coronary angiography, dialysis and hyper-acute stroke.

The Hospital Palliative care team has a 0.6 WTE CNS who is based in Cornhill and is supported by the NWH HPCT. The advisory role allows provision of specialist palliative care to patients in Perth Royal Infirmary, education and support to the wider hospital teams. The specialty doctors and consultants provide input to the hospital and work closely with the CNS.

### **Perth and Kinross Community**

Perth and Kinross is a large geographical area with 4 community hospitals (Auchterarder, Crieff, Blairgowrie and Pitlochry), a psychiatric hospital, Murray Royal and Perth Prison. The Community Macmillan Nursing Team is based in Cornhill and offers specialist palliative care based on need to patients and families in the region as well as facilitating primary care services to deliver palliative and end of life care.

### **Specialist Palliative Care in Dundee**

#### **Roxburghe House, Dundee**

Roxburghe House is a 20-bed purpose-built NHS palliative care unit in the Royal Victoria Hospital, Jedburgh Road, Dundee. It serves the populations of Dundee and Angus. It has day care, outpatient clinics and a recently developed education centre. It is situated in the west of the city less than one mile from Ninewells Hospital and Medical School. Roxburgh House has an experienced multidisciplinary team consisting of a clinical co-ordinator, medical staff (described in detail later), inpatient nursing staff, day care services, occupational therapist, physiotherapist, pharmacist, bereavement support worker, volunteer manager, complementary therapies coordinator, chaplain and service manager. The Community Macmillan Nursing Team is based in Roxburghe House and is aligned to Primary Healthcare Teams in the Dundee area.

### **3. Current Issues and Developments**

The overarching aim is to deliver high quality palliative care across Tayside, whether at home, in hospital, in an urban or rural location. There have been several changes to service since the Covid-19 pandemic. These are constantly evolving and a new consultant will have a role in shaping the service across Tayside in collaboration with other colleagues.

In addition to vibrant service provision of core palliative care there are a number of innovative developments taking place across the region:

#### **a. Integrated Supportive Care models for non-cancer and cancer**

The Tayside team are developing further integrated supportive care models between palliative care and other cancer and non-cancer services: These will extend to additional specialties beyond existing models for renal, vascular and interstitial lung disease. Infrastructure is evolving to support this.

#### **b. Non-cancer services**

- **Renal Supportive Care Service.** This integrated service provides supportive care for patients with renal failure (patients on dialysis and patients managed conservatively) through a collaborative service model with the NHS Tayside renal team. Dr Claire Douglas provides palliative medicine leadership for this service and works alongside two clinical nurse specialists in renal supportive care and the wider renal MDT.
- **Interstitial Lung Disease** – This is an integrated service based on a similar model to the renal supportive care model. It is led by Dr Claire Douglas who works alongside an ILD specialist nurse, respiratory consultant and the wider respiratory MDT.
- **Heart Failure** – there is regular attendance at the heart failure MDT and development of integrated clinical models are currently being explored, led by Dr Fiona McFatter.
- **Multiple Sclerosis** – Dr Ruth Isherwood is currently collaborating with colleagues in neurology to support patients with advanced MS and to develop a service that better meets patient needs
- **Motor Neurone Disease:** An established integrated service between neurology and palliative care is already established in Angus. Current work is occurring with stakeholders with the aim of creating opportunities for earlier intervention and support of patients with MND for patients throughout Tayside.

c. **The Macmillan Tayside Managed Care Network (MCN) for Palliative and End of Life Care** (TayPEOLC) was launched in October 2017 and was established to build a structured model of collaborative and integrated working across Tayside. The MCN has diverse representation from a range of stakeholders committed to the delivery of high quality palliative care in Tayside, including health, social care, the University of Dundee and third sector. Subgroups have been established and will progress work streams including Research/Quality Improvement, End of Life Care, Non-Cancer Palliative Care, Education and Audit/Data Collection.

d. **Undergraduate and postgraduate teaching in palliative medicine.** Tayside Directorate for Medical Education supports high quality PG and UG education. This post offers an excellent opportunity for involvement in education. The Tayside Palliative Care service has ACT funding (Addition Cost of Teaching) for UG teaching and this is being developed in line with the proposed national curriculum for palliative care.

e. **A Master in Public Health (Palliative Care Research)** has been developed in conjunction with the Department of Public Health, The University of Dundee.

[http://www.dundee.ac.uk/postgraduate/courses/palliative\\_care\\_research.htm](http://www.dundee.ac.uk/postgraduate/courses/palliative_care_research.htm)

f. **Research/Quality Improvement**

There is a commitment and enthusiasm for palliative care research in Tayside which will be harnessed and developed through the MCN Research/QI Subgroup. Recent projects have related to the patient dignity question, acute hospital care, unscheduled care, supportive renal care, a multicentre trial of paracetamol versus placebo in conjunction with strong opioids for cancer related pain and the impact of an ILD Supportive Care service.

NHS Tayside are adopters of ReSPECT and currently piloting use of digital forms..

g. **A Palliative Care Tool Bundle and Response Standards** have been developed across community based health and social care services in Tayside to enable staff to

identify, assess, plan and evaluate care for any person with palliative and end of life care needs regardless of diagnosis

**Enhanced Community Palliative Care Project** Tayside Specialist Palliative Care Services have successfully secured funding to develop a more flexible, responsive, community-facing model in Dundee, offering supportive care pathways and enhanced community input. This fully aligns to Tayside's strategic direction, fully embodying "Home First" by supporting effective care at home, together with avoidance of unnecessary and unwished interventions, including investigations and hospital admissions. This project is led by Dr Elinor Brabin and Marion Gaffney, Nurse Consultant.

## **SECTION 5: MAIN DUTIES AND RESPONSIBILITIES (Job Description)**

This post will be based with the Perth Palliative Care Service at Cornhill, but with flexibility to occasionally work across sites within the Tayside Specialist Palliative Care Service.

**Duties of the Posts:** This post provides the opportunity to work clinically in the in-patient unit at Cornhill, with the Perth and Kinross Community Palliative Care service and the Hospital Palliative Care team in PRI, ensuring a patient-centered holistic approach

The on-call component is 1:6 weekends and involves daytime (09:00-12:00) presence at Cornhill, PRI. There are no admissions to Cornhill out of hours. Hospital @ Night provide an on-call service outwith these weekend hours. A middle-grade doctor and consultant in Palliative Medicine will be available for support and presence as needed.

### **Clinical Duties**

#### **In-patient unit**

Clinical duties within the inpatient service include dealing with referrals, directing the care of in-patients, leading ward rounds, family consultations and a weekly MDT. Referrals for the in-patient unit and hospital are discussed at the daily morning meeting.

#### **Community**

A daily community referrals meeting occurs so that patients are triaged to the most appropriate part of the community facing service. Outpatient consultations are provided by a variety of methods and provide a patient-centered approach. These include telephone consultations, video-consultations, domiciliary assessments, and face-to-face clinic consultations. Telephone advice is also provided to community professionals. A community MDT with community facing services occurs weekly. Daycare is nurse led and is supported by the medical team when needed. There is a vision to enhance community outreach to the community hospitals and care homes and the successful candidate may work with the consultants to provide leadership in developing this service.

## **Hospital**

The hospital post has one CNS. Medical input involves MDT discussion of patients, medical review of patients, family meetings, liaison with members of the PRI team, support with discharge planning and co-ordination of transfer to Cornhill. Development of education for healthcare professionals in PRI is part of evolving service development.

Each part of the Perth Palliative Care service requires clinical administration.

## **Non-clinical roles**

There are many non-clinical roles opportunities available to the postholder.

### **1. Undergraduate Education**

Teaching and training for undergraduate education for Dundee University Medical students is provided for years 1 to 5. The post-holder will share delivery of UG education with the Cornhill team, which is organised by the UG teaching co-ordinator for Cornhill, Dr Ruth Isherwood.

## **Postgraduate Education**

Clinical supervision for FY2 and GPST2 doctors, Internal Medicine Trainees and Specialty Trainees is shared between the consultants and specialty doctors. Postgraduate education is required for PRI staff, presentation at the PRI Medical Education meetings and post-graduate education sessions for the P&K community professionals. The postholder will also work with the P&K Education team to support in-house education for Cornhill staff. The post-holder will contribute to the wider educational objectives of the Tayside Specialist Palliative Care service.

There will be opportunities to develop your role as a medical educator including accessing staff development opportunities. You will be involved in undergraduate, postgraduate and multidisciplinary education.

### **Direct Clinical Care:**

- 5 PA

### **Supporting Professional Activities**

- 1PA

### **Out of Hours Commitment**

- 0.5PA

## **YOUR ROLES**

### **Provide high quality care to patients:**

- Maintain GMC specialist registration and hold a licence to practice.
- Participate in the annual appraisal process.
- Develop and maintain the competencies required to carry out the duties of the post
- Ensure patients and families are involved in decisions about their care and respond to their views.

### **Research, Teaching and Training:**

- Where possible to collaborate with academic and clinical colleagues to enhance NHS Tayside's research portfolio, at all times meeting the full requirements of Research Governance
- To provide high quality teaching to medical undergraduates and members of other health care professions as required by the Operational Medical Director
- To provide UG medical education on a regular basis through ACT funding. This may include a range of activities including clinical teaching, lectures, small group teaching and be either face to face or via virtual learning platforms.
- To act as educational and/or clinical supervisor as delegated by the Clinical Director to ensure external accreditation of training posts with an appropriate allocation of SPA times for these roles.

### **Medical Staff Management:**

- To participate in the recruitment of junior medical staff as and when required
- To participate in team objective setting as part of the annual job planning process

### **Governance**

- Participate in clinical audit, incident reporting and analysis to ensure resulting actions are implemented.
- Ensure clinical guidelines and protocols are adhered to by doctors in training and updated on a regular basis.
- Keep fully informed about best practice in the specialty areas and ensure implications for practice changes are discussed with the Clinical Director
- Role model good practice for infection control to all members of the multidisciplinary team
- Lead on and contribute to service development and quality improvement.

### **Strategy and Business Planning**

- To participate in the clinical and non-clinical objective setting process for the directorate

### **Leadership and Team Working**

- To demonstrate excellent leadership skills with regard to individual performance, clinical teams and NHS Tayside and when participating in national or local initiatives
- To work collaboratively with all members of the team
- To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties
- Adhere to NHS Tayside and departmental guidelines on leave including reporting absence
- Adhere to NHS Tayside values

### **Annual Appraisal & Job Planning**

You shall be required to participate in annual appraisal and job planning.

## Section 6: NHS TAYSIDE – INDICATIVE JOB PLAN

An example of a weekly timetable is given below. *The working days and programmed activities are to be confirmed and are subject to change.*

Post:	Specialty Doctor
Specialty:	Palliative Medicine
Principal Place of Work:	Base: Cornhill Macmillan Centre, PRI. You may be required to work at any of NHS Tayside sites as part of your role.
Contract:	Permanent 6.5 sessions weekly
Availability Supplement:	N/A
Out-of-Hours	Contribution to Cornhill weekend rota approx. 1 in 6 weekends 0900-1200 Saturday and Sunday
Managerially responsible to:	Doctor Katharine Thompson, Lead Clinician

The post is for Perth Palliative Care Services and the contract will be for 6.5 programmed activities. The details of the post are open to negotiation, but the key clinical elements will be to support palliative patients with symptom control and future care planning in Perth and Kinross through care in the specialist palliative care unit, acute hospital and community setting. As well as in-patient care, the role will include out-patient clinics, hospital reviews and domiciliary visits. The on-call component of this post is within the specialist in patient palliative care unit at Cornhill Macmillan Centre, Perth and comprising approximately 1 in 6 weekends working from 9am-12pm Saturday and Sunday.

	AM	PM
Mon	Teaching Ward round on IPU or HPCT / community work	Ward work on IPU or HPCT / community work  <b>Or</b> SPA - PG education, revalidation / clinical supervision, audit / QI / UG teaching
Tue	Teaching Ward round on IPU or HPCT / community work	Ward work on IPU or HPCT / community work
Wed	off	off
Thur	Teaching Ward round or HPCT / community work	MDT  Ward work on IPU or HPCT/ community work
Fri	off	off

The job plan is a provisional outline and will be negotiable and agreed between the successful applicants and the Clinical Lead / Operational Medical Director. Precise allocation of SPA times and associated objectives will be agreed with the successful application and will be reviewed at annual job planning.

Extra programmed activities may be available by negotiation with the Operational Medical Director

## SECTION 6: PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE
<b>EXPERIENCE:</b>	<ul style="list-style-type: none"> <li>• Medical Degree</li> <li>• Current full GMC Registration and a Licence to Practice</li> <li>• have completed at least four years' full-time post graduate training (or its equivalent on a part-time or flexible basis) at least two of which will be in a specialty training programme in palliative medicine or as a fixed term specialty trainee in palliative medicine or shall have equivalent experience and competencies.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in specialist palliative care</li> </ul>
<b>QUALIFICATIONS:</b> (Training; Research; Publications)	<ul style="list-style-type: none"> <li>• Experience in palliative care, general medicine, general practice or pain service</li> </ul>	<ul style="list-style-type: none"> <li>• Specific training in advanced symptom control.</li> <li>• Formal teaching qualification</li> <li>• CPD related to education and training</li> <li>• Recognition of Trainer Status</li> </ul>
<b>KNOWLEDGE &amp; SKILLS:</b>	<ul style="list-style-type: none"> <li>• Palliative and end of life care experience</li> <li>• Knowledge of audit and quality improvement</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in clinical teaching and learning in small and large groups.</li> <li>• Evidence of quality improvement activity</li> </ul>
<b>PERSONAL QUALITIES:</b>	<ul style="list-style-type: none"> <li>• Evidence of effective team working</li> </ul>	
<b>OTHER:</b>	<ul style="list-style-type: none"> <li>• Ability to travel across Tayside</li> </ul>	

## SECTION 7: FURTHER INFORMATION / CONTACT DETAILS

Informal enquiries and visits are strongly encouraged and should initially be made to:

Informal enquiries to: Dr Claire Douglas, Consultant in Palliative Medicine on 01738 413000 / email [claire.douglas5@nhs.scot](mailto:claire.douglas5@nhs.scot) or Dr Ruth Isherwood, 01738 413000 / email [ruth.isherwood@nhs.scot](mailto:ruth.isherwood@nhs.scot) Consultant in Palliative Medicine or Dr Katharine Thompson, Consultant in Palliative Medicine and Clinical Lead for Palliative Medicine on 01382 423132 or via email: [Katharine.thompson@nhs.scot](mailto:Katharine.thompson@nhs.scot)

### Application Process:

To apply for this post please complete the application via <https://apply.jobs.scot.nhs.uk/>. NHS Scotland does not accept CV's in addition to/instead of a completed application form. Your CV will not be provided to the interview panel for shortlisting. NHS Tayside is unable to accept written applications; all applications must be submitted via eRecruitment system, jobtrain.

Applicants should have full registration with the General Medical Council and shall have completed at least four years' full-time post graduate training (or it's equivalent on a part-time or flexible basis) at least two of which will be in a specialty training programme in palliative medicine or as a fixed term specialty trainee in palliative medicine or shall have equivalent experience and competencies.

All adverts will close at midnight on the advertised closing date.

We are a Skilled Worker visa sponsorship employer and as such, welcome applications from international candidates. Further information can be found at <https://www.gov.uk/skilled-worker-visa>

NHS Tayside is proud to be a Disability Confident Employer and is committed to the employment and career development of people with disabilities and will interview applicants who consider themselves to have a disability, and who meet the 'minimum criteria' for a job vacancy. A request under the 'Job Interview Guarantee' does not guarantee a job. It allows the opportunity to apply for a vacancy and be interviewed.

## SECTION 9: TERMS AND CONDITIONS OF EMPLOYMENT

This appointment is offered on the terms and conditions of service of the Specialty Doctor Contract in accordance with the Hospital Medical & Dental Staff (Scotland) and current General Whitley Council. Further information can be found here <https://www.msg.scot.nhs.uk/pay/medical>

<b>JOB TITLE</b>	Specialty Doctor in Palliative Medicine
<b>TYPE OF CONTRACT</b>	Permanent
<b>HOURS OF WORK</b>	6.5PAs
<b>LOCATION</b>	Cornhill Macmillan Centre, PRI. You may be required to work at any of NHS Tayside sites as part of your role.
<b>SALARY</b>	<p>£58,198 to £90,688 per annum (pro rata if applicable)</p> <p>Placing on the salary scale will be on the minimum point unless the successful applicant has previous experience in a NHS Specialty Doctor post or previous non-NHS experience equivalent to that gained in a NHS Specialty Doctor post.</p> <p>Salary is paid monthly by Bank Credit Transfer into a UK bank account</p>
<b>ARRANGEMENT OF DUTIES</b>	To be organised through Job Planning after appointment
<b>LEAVE</b>	33 days annual leave and 8 public holidays (pro-rata)
<b>REFERENCES</b>	Jobs are offered following receipt of two satisfactory written references. At least one reference must be from your current/most recent employer.
<b>OCCUPATIONAL HEALTH CHECK</b>	All appointments will be made subject to the receipt of a satisfactory Pre-Employment Occupational Health Check
<b>SUPERANNUATION</b>	<p>New entrants to NHS Tayside who are aged over sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to “opt out” arrangements can be made to do this via <a href="https://pensions.gov.scot/nhs">https://pensions.gov.scot/nhs</a></p>
<b>GENERAL PROVISIONS</b>	<p>You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions, you are expected to observe the organisation’s agreed policies and procedures and to follow the standing orders and financial instruction of NHS Tayside, in particular, where you manage employees of the organisation, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.</p>

<b>REMOVAL EXPENSES</b>	Assistance with removal and associated expenses may be awarded
<b>TOBACCO POLICY</b>	NHS Tayside operates a No Smoking Policy in all premises and grounds
<b>DISCLOSURE SCOTLAND</b>	This post is considered to be in the category of “Regulated Work” and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership
<b>CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK</b>	NHS Tayside has a legal obligation to ensure that it’s employees, both EEA and non EEA nationals, are legally entitled to work in the United Kingdom. Before any person can commence employment with NHS Tayside they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until right to work in the UK has been verified.
<b>REHABILITATION OF OFFENDERS ACT 1974</b>	The Rehabilitation of Offenders Act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment. Failure to disclose such convictions could result in dismissal or disciplinary action by NHS Tayside. Any information given will be completely confidential.
<b>MEDICAL NEGLIGENCE</b>	In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board indemnity will cover only Health Board responsibilities. Paragraph 63 of the General Medical Council’s Good Medical Practice requires you to have the adequate insurance or indemnity cover. You may wish to consider taking out additional medical indemnity e.g with a Medical Defence Organisation to ensure that you have indemnity for the whole of your practice.
<b>HEALTH AND SAFETY</b>	All employees have a responsibility for their own health & safety and the health & safety of others who may be affected by what they do. Employees also have a duty to co-operate with their employer by following NHS Tayside policies and procedures and safe systems of work; by using equipment safely and by bringing any shortcomings in health and safety arrangements to the attention of their employer. Where something is provided in the interests of health & safety employees must not interfere or misuse it. All employees have a legal responsibility to report any shortcomings in terms of this in their area. Managers and supervisors have a responsibility for monitoring health & safety arrangements and ensuring staff are following policies and procedures and safe systems of work.

<b>NOTICE</b>	Employment is subject to three months' notice on either side, subject to appeal against dismissal
<b>SOCIAL MEDIA POLICY</b>	You are required to adhere to NHS Tayside's Social Media policy, which highlights the importance of confidentiality, professionalism and the acceptable behaviours when using social media. It sets out the organisation's expectation to safeguard staff in their use of social media
<b>RESPONSIBILITY FOR RECORDS MANAGEMENT</b>	All records created in the course of the business of NHS Tayside are corporate records and are public records under the terms of the Public Records (Scotland) Act 2011. This includes email messages and other electronic records. It is your responsibility to ensure that you keep appropriate records of your work in NHS Tayside and manage those records in keeping with the NHS Tayside Records Management Policy and with any guidance produced by NHS Tayside specific to your employment.



Lunan Bay, Near Montrose Visit Scotland / Paul Tomkins