



Job Title: Consultant in Palliative Medicine (Part-time)

Location: Roxburghe House, Aberdeen

Ref No: NS216908

Closing Date: TBC

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POST OF CONSULTANT IN PALLIATIVE MEDICINE

JOB DESCRIPTION

1. GENERAL

The historic city of Aberdeen, known as the Silver City because of its sparkling granite, stands between the Rivers Dee and Don. It has a population of approximately 220,000. It was recognised as the oil capital of Europe however in recent years Aberdeen has been at the forefront of alternative and renewable energy initiatives.

Aberdeen ranks consistently highly within the UK for its superb quality of life. The city enjoys a range of amenities including theatres, music venues and festivals, art galleries, museums, riverside and park areas and beach leisure facilities. There is a wide choice of high quality education available from both state and private primary and secondary schools within the city.

Aberdeen enjoys excellent communication services. The flying time to London is just over 1 hour, with regular daily flights. Road and rail links are extensive. To find out more about the city and Aberdeenshire see www.visitabdn.com.

The University of Aberdeen maintains an outstanding record in scholarship and supports a high level of teaching and learning underpinned by a first class portfolio of research programmes. It currently has approximately 15,000 matriculated students. The University Medical School has claim to being the oldest Medical School in the English speaking world and ranks consistently highly in the UK. The Institute of Medical Sciences is adjacent to the University Medical School on the Foresterhill site and brings together medical scientists and clinicians in a fully integrated research facility. Robert Gordon University continues to produce qualified professionals across a broad spectrum of careers including arts, management, engineering, sciences and allied health professions.

2. DESCRIPTION OF HOSPITALS

NHS Grampian serves a population of 620,000, including patients from NHS Orkney, NHS Shetland and the Western Isles. The Department of Palliative Care is part of the Acute Services Directorate within NHS Grampian. Hospitals within NHS Grampian include Aberdeen Royal Infirmary, Royal Aberdeen Children's Hospital, Aberdeen Maternity Hospital, Woodend Hospital, Royal Cornhill Hospital, Roxburghe House, The Oaks Palliative day and resource centre and Dr. Gray's Hospital - both in Elgin.

Roxburghe House

Roxburghe House is the regional specialist palliative care unit providing support for patients and their families across the Grampian health board region. In addition, specialist palliative care is provided to Orkney (population 22,920), Shetland (population 22,270) and The Western Isles (population 26,720). The unit also provides the region's only semi-permanent ascitic drain insertion service.

A purpose-built Roxburghe House opened in July 2005. This represented a significant fundraising achievement by Macmillan cancer relief along with contributions from The Big Lottery and NHS Grampian. Roxburghe is situated in mature woodland and landscaped gardens adjacent to Aberdeen Royal Infirmary, within the grounds of the Royal Cornhill Hospital.

Aberdeen Royal Infirmary

Aberdeen Royal Infirmary, with approximately 900 beds, is the principal adult teaching hospital for the Grampian area, providing a complete range of medical and clinical specialties. It is situated on a large open site to the North-West of the city centre.

The Foresterhill site also contains the Royal Aberdeen Children's Hospital, Aberdeen Maternity Hospital, Aberdeen University Medical School and the Institute of Medical Sciences. The new Anchor cancer centre on the Foresterhill site is expected to open in 2026.

The Suttie Centre.

The Suttie Centre aims to promote lifelong learning in a multi-professional environment. It is dedicated to medical education and clinical training for teaching and learning in healthcare. The centre is the result of collaboration between the University of Aberdeen and NHS Grampian and is located at the heart of the Foresterhill Health Campus. It is used by students, healthcare staff and is also open to the general public. The centre contains an anatomy teaching space; a 220-seat lecture theatre allowing Aberdeen to host national and international conferences; advanced technology infrastructure with a simulation suite running innovative training applications, modern teaching, learning and discussion spaces and a café - all of which contribute to an environment promoting inter-professional learning and working.

Emergency Care Centre (ECC)

The Emergency Care Centre houses acute medical beds, medical high dependency unit, acute medical investigation and admissions unit and the emergency department, and forms the focus for emergency medical care for Grampian and associated outlying regions.

ANCHOR (Aberdeen and North Centre for Haematology, Oncology and Radiotherapy)

Aberdeen is the major cancer centre for the North of Scotland. The ANCHOR unit opened in January 1997 and funding has been approved for a new cancer centre which is due to open in 2026. The ANCHOR unit is supported by CLAN cancer support and Maggie's, Aberdeen. CLAN provides wellbeing and practical support for people affected by cancer as well as accommodation for families and patients attending Aberdeen for treatment. Both CLAN and Maggie's Aberdeen are within walking distance of the Forresterhill campus.

Dr. Gray's Hospital, Elgin

Dr. Gray's was built in the early 19th century with a bequest of twenty thousand pounds from Dr Alexander Gray, a son of Elgin, who went to India as a surgeon with the East India Company and made his fortune. The original Grade A-listed building is still in use and forms the front of the modern hospital, which is housed behind. There are 162 inpatient beds.

The Oaks palliative day centre in Elgin provides the focus for palliative care within Moray and is supported medically one day a week by a Roxburghe Consultant.

3. THE PALLIATIVE MEDICINE SERVICE

Roxburghe House has 21 in-patient beds, an out-patient clinic area, Day Unit and cafe area and Education Centre. The unit is staffed by a multidisciplinary team including medical and nursing staff, physiotherapy, occupational therapy, pharmacy, psychology, chaplaincy, complementary therapy, dietetics, speech and language therapy, and podiatry. A Consultant in chronic pain management/anaesthesia is available for consultations and clinical support on an ad hoc basis.

Alongside the symptom control out-patient clinics held in Roxburghe, the palliative medicine consultants input to a number of joint supportive care clinics and MDTs including Renal, Hepatobiliary, Heart Failure, non-malignant lung disease, MND and Huntington's.

The Consultant team provides medical advice to three groups of community Macmillan nurses, one city-based team at Roxburghe House, one covering Aberdeenshire and one based at Elgin covering the Moray region. There are regular virtual meetings with staff in Orkney, Shetland and the Western Isles to provide clinical support and education. Medical domiciliary visits to patients at home, nursing and care homes are provided as required and the Palliative Consultants provide a 24-hour telephone specialist advice service available to all health care professionals across Grampian and the Islands.

There is a combined Macmillan and Citizens Advice Bureau office in Roxburghe offering help with benefits and finance. Roxburghe staff, patients and families also benefit significantly from the support of the Friends of Roxburghe and an associated large volunteer group.

The Unit has a busy education department providing education and training to a wide range of under and post-graduate health and social care professionals. Collaborative work has been undertaken with the university medical school to help develop and deliver palliative care within the undergraduate curriculum in Aberdeen and Roxburghe has a busy visitor diary with HCPs, medical and nursing staff and trainees wanting to learn and gain experience.

There is a weekly Consultant-led clinic at **The Oaks in Elgin**. This offers the opportunity for review of in-patients in Dr Gray's hospital, day unit reviews at The Oaks and domiciliary visits. It also provides clinical and educational support for staff based in Moray.

The Hospital Specialist Palliative Care Team (HSPCT) are based in Aberdeen Royal Infirmary. The service has 4 Clinical Nurse Specialists - 2X band 6 (1.4WTE), 1X band 7 (0.6WTE), 1X band 8 (0.7 WTE) and is supported medically by Consultants and rotating Specialist Trainees. The team provides clinical advice, support and education throughout ARI. The service receives over 900 referrals a year and is actively engaged in service development and quality improvement across the acute sector.

4. THIS POST

Title of post: Consultant in Palliative Medicine

Current staffing:

Consultant Medical Staff;

Dr Lucy Cogdell	Consultant in Palliative Medicine (0.7 WTE)
Dr Frances MacIvor	Consultant in Palliative Medicine (1 year career break)
Dr Claire McCullough	Consultant in Palliative Medicine (0.7 WTE)
Prof. Tim Morgan	Locum Consultant in Palliative Medicine (0.7)
Dr Kirsty Thorpe	Consultant in Palliative Medicine (0.8 WTE)
Vacant post	Consultant in Palliative Medicine (0.7 WTE)

Resident Doctors;

- 3 Specialty Trainee posts
- 2 X FY2 (4 month rotational posts)
- 1 X GPST (6 month rotational post)
- 1 x GP career start (1 year post, 1 day/week)

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Clinical Duties

The Consultant team in Grampian are a flexible and supportive team who look forward to welcoming a new colleague. The post-holder, along with the existing senior medical staff, will be responsible for providing a comprehensive specialist palliative care service for the people of Grampian, Orkney, Shetland and the Western Isles.

Responsibilities are likely to include;

- Direct in-patient care at Roxburghe House
- Provision of medical input for the Hospital Specialist Palliative Care Team (HSPCT)
- Provision of a weekly out-patient symptom control clinic and participation in joint supportive clinics and a range of MDTs out-with the specialist service
- Participation in a range of MDTs within the service including in-patient and community teams
- Domiciliary visits to home, nursing and care homes
- Supervision of clinical work carried out by the resident doctors within the medical team as well as that of visiting nursing or medical staff
- Full and active participation in education, training, supervision and quality improvement within the service

Although not current departmental practice, it is possible in the future that the post-holder may be encouraged to participate in clinical rotation within the service. This would allow the opportunity for varied experience and responsibility in the specialist unit, acute setting and community.

This post has a 1 in 4 second on- call requirement with prospective cover for colleagues' leave. This attracts an 8% supplement for the on-call frequency. It may occasionally be necessary to cover the outpatient commitment in Elgin in the absence of a colleague.

Teaching and supervision

The post holder will be encouraged to train as Educational Supervisor if not already qualified.

It is hoped that the successful candidate will be enthusiastically involved in the teaching activities currently undertaken within the unit, as well as the planning and delivery of external educational events including the annual Grampian Palliative and End of Life Care conference which takes place in Aberdeen in November.

Roxburghe has a flourishing education programme provided for a wide range of health care professionals. The education suite has been recently refurbished and upgraded and Roxburghe is the only Scottish site delivering the European Certificate in Essential Palliative Care. The HSPCT are actively engaged with provision and delivery of education and supervision within ARI.

In addition, the department has been involved in the development and delivery of Palliative Medicine within the Medical Undergraduate curriculum. Roxburghe continues to host large numbers of medical, nursing and AHP colleagues seeking clinical experience.

Research and Audit

There will be opportunity for the post holder to develop existing research interests which may include working with colleagues from primary and secondary care or within the Institute of Medical Sciences and the University of Aberdeen.

The department actively encourages all staff to participate in quality improvement and there is multidisciplinary representation on the in-house quality improvement group which meets monthly.

Job plan specific to the post

The established Consultants would be keen to support flexibility around the specific job plan for this post. Options can be discussed, agreed and reviewed with the post holder, Lead Consultant and Unit Clinical Director. This is keeping with NHS Grampian practice and Clinical Governance guidelines.

In keeping with GMC requirements around the process of revalidation, the successful candidate will undergo a yearly process of appraisal and a yearly cycle of electronic job planning in line with NHS Grampian requirements under the new consultant contract.

This job description serves to indicate the range of duties of the post but is not intended to be exhaustive or prescriptive. The sample job plan is based upon a part-time 7PA /week post (4 DCC, 2 SPA, one on call).

The successful candidate will be given dedicated office space within Roxburghe House with access to administrative support.

The post-holder will report managerially to Toni Patwell, Deputy Services Manager and Megan McCaulay, Unit Operational Manager, Medicine Division 1.

Model job plan format

Name: Consultant in Palliative Care

Specialty: Palliative Medicine

Principal Place of Work: Roxburghe House

Contract: 0.7 WTE

Programmed Activities: 7 (DCC 4, SPA 2, on call 1)

Availability Supplement: Level 1

Premium Rate Payment Received: 8 % plus 1 PA for full-time weekend on-call (inc)

Managerially Accountable to: Toni Patwell/ Megan McCaulay

Responsible for: Medicine 1

Sample timetable of daily activities:

	AM	PM
Monday	Ward handover Ward round	Outpatient symptom control clinic Clinic administration
Tuesday	Ward handover Ward round MDT	SPA/CPD
Wednesday	Not working	Not working
Thursday	Ward handover SPA/CPD	External MDT/clinic work Family/patient discussions
Friday	Not working	Not working

NB. The detailed Job Plan will be agreed with the successful candidate at the time of the appointment, taking account of the experience, skills and interests of the candidate and how they can best be used within the Consultant team.

Person Specification Form

	Requirements	Essential	Desirable
A	Qualifications	Registered Medical Practitioner who is an accredited specialist in Palliative Medicine or will be eligible for Certificate of Completion of Specialist Training (CCST) within 6 months of date of interview	Specialist interest and expertise to complement those of colleagues
B	Experience	Proven experience of leadership within palliative care team Experience across a range of care settings Experience in under and post graduate education Evidence of experience in providing support or supervision for students, trainees and junior staff Evidence of involvement in clinical governance procedures such as audit Knowledge of National and local initiatives relating to Palliative and end of life care	Experience in strategic planning and service development
C	Ability	Effective clinical skills Organisational and prioritisation skills Capacity to work effectively within a multidisciplinary team Highly developed communication and listening skills Positive approach to job planning appraisal and continued professional development Ability to use standard IT packages effectively Professionalism in keeping with the responsibilities of a senior clinician as set out in GMC Good Medical Practice	Training in educational/clinical supervision Specific qualification in education and training
D	Motivation	High level of professional and personal integrity to enhance the reputation of palliative care within NHS Grampian	Vision for development of the speciality
E	Personality	Positive attitude towards leadership and motivation within a multidisciplinary team Capacity for flexibility and compromise Capacity to manage own wellbeing	

		Self-awareness and willingness to engage with CPD including responding to feedback	
F	Audit	Proven interest and experience	
G	Research	Proven interest and experience	Publication in peer review journals
H	Management Ability	Evidence of training and experience	
I	Other requirements	Ability to travel to meet the requirements of the job	

Prepared by: Dr.Frances Maclvor

Date: April 2025

CONSULTANT IN PALLIATIVE MEDICINE
REF NS216908

CONDITIONS OF APPOINTMENT

1. The appointment will be made by the Board on the recommendation of an Advisory Appointments Committee, constituted in terms of the National Health Service (Appointment of Consultants) (Scotland) Regulations, 1993 - NHS Circular 1993 No 994 (S.140) which will include University representatives. Any person suitably qualified and experienced who is unable for personal reasons to work full-time, will be eligible to be considered for the post.
2. (a) The whole-time salary, exclusive of any distinction award, will be a starting salary of – £107,144 - £142,369 progression of salary is related to experience.
Appendix 8 of the contract sets out the code of conduct for private practice which applies to all interested parties. In general consultants will be free to undertake private practice as long as this is undertaken outwith the agreed job plan and employers are informed, in writing, of private commitments. While employers have discretion to allow some private practice to be undertaken alongside a consultant's NHS duties, such provisions of private service should not prejudice the interests of NHS patients or disrupt NHS services.
- (b) Job plans must be agreed in association with the appropriate General Manager and Clinical Managers; for signature on behalf of the Chief Operating Officer. Changes will be discussed and agreed by these officers and yourself in line with Clinical Grouping service needs and changes in service requirements as well as at annual review.
3. The person appointed will be expected to take part in undergraduate and postgraduate teaching programmes. You will therefore be awarded appropriate Aberdeen University Honorary Status.
4. Consultants are expected to undertake research and development in their own field and to link with the University research areas.
5. Day to day arrangements for undertaking the specified duties of the post will be made in consultation with the Head of Service, other consultants in the department and with the Board.
6. The person appointed will have a continuing responsibility for the care of patients in his or her charge and will undertake the administrative duties associated with the care of his or her patients and an appropriate share in the running of the clinical department.
7. The person appointed will act as an adviser to the Board in Palliative Medicine
8. The person appointed will be expected to undertake domiciliary consultations as may be required by the Board.
9. The person appointed will be expected to undertake advisory ("pastoral") visits to hospitals in the Area.
10. You may exceptionally be required to undertake duties at other hospitals in the Grampian Area or other Health Board areas and at hospitals in Orkney, Shetland and elsewhere for which service agreements would be arranged.
11. The person appointed may undertake the diagnosis and treatment of patients occupying accommodation made available under Sections 57(1), 57(2) and 58 of the National Health Service

(Scotland) Act 1978 at the above hospitals insofar as the patients have not made private arrangements for such treatment.

12. The Board, in partnership with the BMA Local Negotiating Committee has a study leave policy for all Career Grade Medical and Dental staff Policy available on request from the Human Resources Department.
13. The appointment will be superannuable if the person appointed so chooses. He or she will be subject to the regulations of the National Health Service Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless he or she opts out of the Scheme.
14. The private residence of the person appointed should not normally be more than 10 miles by road from their principal place of work unless otherwise agreed locally. They must be contactable by phone.
15. NHS Grampian is legally liable for the negligent acts or omissions of employees in the course of their NHS employment. Medical staff are however advised to ensure that they have defence cover for activities not covered by the Board's indemnity.
16. The officer appointed will be required to be registered on the General Medical Council's Specialist Register.
17. As a result of guidance issued by the Scottish Office on "Protecting Health Care Workers and Patients from Hepatitis B" NHS Grampian is required to:-

Ensure health care workers who may be at risk of acquiring hepatitis B from a patient are protected by immunisation.

Protect patients against the risk of acquiring hepatitis B from an infected health care worker. Due to the nature of this post, any offer of appointment will be conditional upon the successful applicant either:-

- Undergoing a process of screening/immunisation/monitoring in accordance with the Board's Policy and Procedure, or
- Producing acceptable documentary evidence that he/she is not an infective risk to others.

In the event that he/she is an infective risk to others or if he/she fails to comply with the above requirements, the conditional offer of appointment will be withdrawn.

As a condition of his/her subsequent employment in this post he/she is also required to undergo further immunisation and monitoring at the intervals specified by the Board's Occupational Health Service in order to boost/maintain his/her level of immunity. Should he/she become hepatitis B e antigen positive and therefore an infective risk to others at any stage in the future the appointment will be subject to review in accordance with the Board's agreed Procedure for dealing with such situations where the postholder is involved in "Exposure Prone Procedures". This review may result in the postholder having to alter his/her clinical exposure to remove risk to patients and others. In circumstances where this is not a practical option, it will be necessary to provide industrial compensation for this prescribed industrial disease prior to the postholder leaving the Board's employment.

18. The appointment is made subject to satisfactory fitness for employment. The candidate will therefore be required to complete a pre-employment health screening questionnaire and may/will subsequently be required to attend for health screening.

19. Termination of the appointment is subject to three months' notice on either side.
20. The Board is required to instigate a check to be made with the Disclosure Scotland Office for any convictions recorded before an offer of appointment can be made (rehabilitation of Offenders Act 1974 amended 1985 and 1986) and (Disclosure of Criminal Convictions of NHS Staff with Substantial Access to Children 1989).

NOTES TO CANDIDATES

Canvassing in connection with appointments is not permitted but this does not debar candidates who wish from visiting the hospitals concerned.

Further information can be obtained and an appointment to view the Department arranged by contacting

Mr P Bachoo
Medical Director – Acute Services
NHS Grampian
3rd Floor West Wing, Ashgrove House
ARI Site

Dr N Fluck
Medical Director
NHS Grampian
Summerfield House
Eday Road, Aberdeen

Contact: Catriona Downie
Personal Assistant
Direct Line: 01224 551051

Lyndsay Cassie
Personal Assistant
Direct Line: 01224 558577

Apply for this post by visiting [NHSScotland Jobs | Job Train](#) and search for Ref No quoted above 219068.

NHS Grampian has a process of induction for all newly appointed Consultants. You will have a local department induction and orientation led by your Head of Service. In addition we believe it important that you have an opportunity to meet with key personnel in NHS Grampian. This allows them to explain their role in the organisation and to discuss key information on the organisation and strategic planning processes we operate. We believe it important that all newly appointed Consultants even if they have previously worked in Grampian should have this opportunity once appointed to a Consultant post. Your Head of Service along with you will be responsible for ensuring this is undertaken. Heads of Service are supplied with the names of those you should meet.

NHS Grampian are obliged to bring to your notice that the Rehabilitation of Offenders Act 1974 provides for many people who have been convicted of certain criminal offences, the opportunity to have no need to refer to any conviction or circumstances relating to it in the course of daily lives. Certain convictions can, therefore, be regarded as “spent” after the lapse of a period of years under the terms of the Act. The National Health Service employment for which you are applying, however, has been excluded from the provisions of the Act and you are, therefore, required no withhold information about convictions which for other purposes are “spent” under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Board. Any information given, however, will be completely confidential and will be considered only in relation to the post to which this job description refers.

There is a Day Nursing facility for children of staff employed by NHS Grampian. ‘Little Acorns Day Nursery’ which has been specially designed can accommodate 24 children between the ages of 6 months and 5 years. Please contact the Nursery Manager on (01224) 557828 for further details.

In The Interest Of Health Promotion We Operate A No Smoking Policy