STRATHCARRON HOSPICE

Consultants in Palliative Medicine
Permanent & Locum

6 – 8 sessions per week
(additional 2 sessions paid per week for 1 in 5 on-call commitment)

£111,430 - £148,064 per annum, pro-rata
(pro rata for part time)
+ 8% availability supplement

Ref No: 2606746

Due to a combination of retirement and career progression, we have an exciting opportunity for two Consultants in Palliative Medicine to join our team and contribute to shaping the ongoing development of Strathcarron Hospice. We are situated in Central Scotland with easy access to Glasgow and Edinburgh as well as many beautiful rural areas and the Trossachs National park.

We are the sole provider of community, in-patient and hospital specialist medical palliative care services in our catchment area and have an established reputation as an independent Hospice with excellence in clinical practice, research and education. We also champion services like Hospice @ Home and an innovative Community Development Team.

Our team of Consultants and Specialty Doctors work across the Hospice In-patient Unit, communities and the Hospital palliative care team at Forth Valley Royal Hospital. As well as being a key member of our comprehensive multi-professional team, the post holder will also contribute to delivering our Hospice strategy and driving forward service developments, training, quality improvement and research programmes.

Applications will also be considered from those who are anticipating gaining their CCT within the next 6 months.

The post is subject to a Protecting Vulnerable Groups (PVG) check by Disclosure Scotland.

We are an equal opportunities employer, committed to diversity, equity, and inclusion. We welcome applicants from all backgrounds and ensure fair treatment throughout our recruitment process. Our Equal Opportunities and EDI Policy is available on request.

For informal enquiries please contact our Medical Director Dr Gill Foster, gillian.foster@nhs.scot or Telephone: 01324 826222.

Applications should be in the form of a CV with a covering letter and emailed to Dr Gill Foster, gillian.foster@nhs.scot

For further information or to download the full job description please visit www.strathcarronhospice.net.

Relocation costs may be considered for the successful candidate, subject to individual circumstances.
Closing date: Monday 21st December 2026

PALLIATIVE MEDICINE CONSULTANT POST
JOB DESCRIPTION

Job Title:	**Consultant in Palliative Medicine**
Accountable to:	**Chief Executive**
Reporting to:	**Medical Director**
Hours:	**Full Time hours (8 weekday sessions and 2 on call), or Part Time hours (6-7 weekday sessions and 2 on call)**
On Call:	**1 mid-week evening + 1 weekend in 5 on call cover – 2nd on call**
Salary:	**£111,430 - £148,064, per annum. Pro rata for part time.**
On Call Payment:	**2 sessions per week paid for on call commitment**
Availability Allowance:	**8%**
Location:	**Denny, Stirlingshire**

THE POST

The post holder will be part of a multi-professional team providing consultant support for patients living in a defined geographical area within the region served by Strathcarron Hospice. This will include hospice in-patients as well as community patients and thus offers the opportunity to provide continuity of care for a cohort of patients. There is the opportunity to also contribute to the local Hospital Palliative Care Team in Forth Valley Royal Hospital.

The post holder may have already, or might want to establish, an area of subspecialty expertise depending on local opportunities. The post holder will contribute to training, education, clinical governance, quality improvement activities and management. The on-call commitment is 1 in 5 (second on call).

HOSPICE STRATEGY

Our mission statement is:

In our community, for our community, with our community, enabling people to live and die well.

Our Values are:



Our aims are to:

- Create opportunities to grow our excellent care to reflect what's important to those who need and use our services
- Utilising everyone's strengths and skills that create personal fulfilment and organisational impact
- To ensure sustainability of income streams and financial performance
- To continue our digital journey that enhance and empowers people to live and die well
- To grow our impact and reach across local communities and our influence at a national level

Further information about our strategy can be found on our hospice website:
What we do | Strathcarron Hospice

PRINCIPAL DUTIES AND RESPONBILITIES

The post holder will:

Clinical:

- Provide medical clinical leadership for community & hospice in-patients.
- Contribute to the maintenance and development of the existing high standards of care of patients and their families
- Maintain detailed, accurate and comprehensive electronic medical records to enable efficient management of patients by the multi-disciplinary team
- Work in partnership with the Primary Health Care Teams and other community professionals to assess patients in their own homes, Care Homes and other community settings, to provide medical advice and support
- If required attend Forth Valley Royal Hospital to provide medical input to the Hospital Palliative Care team in providing palliative care for hospital in-patients.
- Participate in the second on-call rota to ensure that Consultant support advice is continuously available. This includes telephone advice to the acute hospital and primary care out-of-hours colleagues as well as the hospice in-patient unit. At weekends it is expected they will attend the in-patient unit on Saturday mornings and as required thereafter.

Education:

- Actively contribute to all aspects of the Hospice education portfolio as appropriate
- Share the planning and delivery of training for medical and other trainees and professionals
- Provide clinical supervision and where appropriate educational supervision for specialty doctors and trainees
- The post holder may wish to develop areas of special interest

Development, Audit & Research:

- Participate in clinical effectiveness activity and use agreed outcome measures
- Contribute to innovative thinking and maintain Strathcarron Hospice's established reputation for excellence in specialist palliative care provision, research and education
- Contribute to the development of services in line with hospice, regional or national strategy
- Contribute to guidelines, policies, quality improvement and research where appropriate

Management:

- Provide medical leadership and support to ongoing developments in the Hospice.

- Work within Strathcarron Hospice's management policies and procedures.

Personal Governance

- Engage with annual appraisals and required activities for revalidation with the GMC
- Participate in a process of continuing professional development to maintain currency of clinical knowledge skills and experience
- Uphold the values expected of a registered medical practitioner and those of Strathcarron Hospice

TERMS AND CONDITIONS OF SERVICE

The posts can be worked as full – or less than full time.
The consultant second on-call rota is 1 in 5.

Job plans are discussed with the Medical Director. 2.5 (pro rata for part time) sessions will be scheduled as SPA time. Flexibility is required about the implementation of these as work flow can change from week to week. See example job plan below:

Job plan example	Monday	Tuesday	Wednesday	Thursday	Friday
am	DCC Ward	DCC Community Community MDT	DCC Ward Community	off	½ DCC Ward ½ SPA
pm	SPA	DCC Ward MDT	SPA Management Meeting	off	DCC Community Ward
DCC = Direct Clinical Care including 2 for on-call: 7.5 SPA = Supporting Professional Activities: 2.5 (or pro rata for part time)					

Annual appraisal is provided through NHS Forth Valley. The Responsible Officer for hospice doctors is the Medical Director for NHS Forth Valley.

In general, the terms and conditions of service for NHS Hospital Medical and Dental Staff (Scotland) will apply. Exceptions to this include disciplinary, capability, grievance and appeals procedures.

All conditions are subject to the overriding requirements of any legislation such as employment law, health and safety regulations etc. and to any regulations on statutory instruments affecting the care and safety of patients.

The Hospice is a member of the Local Government Pension Scheme and staff can transfer qualifying service from the NHS Scheme. The transfer of qualifying service can be directed the other way in future if required.

The post holder will hold an Honorary Consultant Contract with NHS Forth Valley.

The post holder is expected to live within 1-hour drive of Strathcarron Hospice.

Consultant Job Description - Person Specification

Criteria	Essential	Desirable
Qualifications and Training	• Basic Medical Qualification • Full registration with GMC • Hold MRCP, MRCGP or equivalent • Be on or be eligible within 6 months from date of interview, for inclusion on the GMC Specialist Register for Palliative Medicine (via CCT, Portfolio Pathway or EC rights) – please note you need to be in receipt of your CESR award to apply through Portfolio Pathway.	• Postgraduate qualification in education • Quality improvement training • Evidence of training in clinical and / or educational supervision • GMC Recognition of Trainer status
Experience	• Experience in wide range of palliative care settings • Experience in specialist palliative care for people with cancer and non-cancer conditions • Proven ability to manage patients with complex physical, psychological and social problems effectively • Experience of offering palliative medicine advice to other professionals/ teams delivering high quality general palliative care in hospital and community settings • Evidence of building relationships with colleagues in primary and secondary care • Evidence of commitment to clinical audit, formal and informal teaching and training of trainee doctors, medical students and other clinical staff learning • Evidence of poster or oral presentations at national or international meetings	• Proven experience of senior medical management of a clinical area or other clinical management activities • Experience of designing audits • Experience of simulation training • Evidence of research and publications in peer reviewed journals • Evidence of supporting research activity relevant to palliative care
Skills	• Excellent communication skills both verbal and written • Demonstrable person centred, compassionate leadership skills • Ability to take full responsibility for independent management of patients • Ability to communicate effectively and clearly with patients and other team members • Ability to lead a team effectively through change.	

	• Ability to work in a team with colleagues in own and other disciplines • Ability to organise time efficiently and effectively • Vision for how to improve services with and for patients and families. • Evidence of continuous professional development and life-long learning • I.T. skills: familiar with use of computerised patient information management systems, common office applications (e.g. Word) and use of email (e.g. Outlook)	
Other	• Hold a full driving licence and have the ability to drive within the catchment area • To be based within 1 hour's travelling time by car from Strathcarron Hospice when on call	

APPLYING FOR THE POST
Applications will also be considered from those who are anticipating gaining their CCT within the next 6 months.

For informal enquiries please contact Dr Gill Foster, Medical Director. gillian.foster@nhs.scot or call 01324 826222.
Applications should be in the form of a CV and supported by two referees emailed to Dr Gillian Foster, Medical Director, Email: Gillian.Foster@nhs.scot

Closing Date: Monday 21st December 2026

FURTHER INFORMATION

OVERVIEW AND REGIONAL CONTEXT

Strathcarron Hospice is an independent hospice, founded in 1981, and is one of the largest palliative in-patient units in Scotland. It is located in Central Scotland, serving a population of nearly 400,000 in both urban and rural settings across NHS Forth Valley and the Cumbernauld and Kilsyth areas of NHS North Lanarkshire.

Strathcarron Hospice has a long history of innovation and research as well as strong support from the local communities it serves. The Hospice@Home service was started in 2014 with National Lottery Funding and has scored highly on external evaluation. A Compassionate Communities project was launched the same year which empowers communities to build up their own connections and resources thus increasing resilience beyond the walls of Strathcarron and traditional palliative care services.

Strathcarron Hospice has close working relationships with NHS Forth Valley and North Lanarkshire NHS and is represented at Integrated Joint Boards meetings. Forth Valley Royal Hospital is located in Larbert and can be reached in 10 minutes by car. It has over 800 beds, an out-patient Oncology service, a Hospital Palliative Care Team supported by doctors from Strathcarron, and a Maggie's Centre. University Hospital Monklands is the nearest District General for residents in North Lanarkshire with a local team providing hospital palliative care support. However, community palliative care and in-patient hospice care for that population is provided by Strathcarron services. Other local services include an out-of-hours palliative care helpline, a Hospital at Home service and four community hospitals. Strathcarron patients have access to the Interventional Cancer Pain Service at the Beatson West of Scotland Cancer Centre in Glasgow.

MEDICAL TEAM

The current medical staffing is as follows:

- 4 Consultants including a Medical Director and a vacant post
- 6 Specialty Doctors
- 1 GPST

Specialty trainees are based at Strathcarron Hospice according to their individual training needs.

The medical team is supported by a team of secretaries and daily pharmacy support.

SERVICES AND WHAT WE DO

- Hospice services - receiving over 1500 referrals per year, 60% with a cancer diagnosis.
- **In-patient care** – 24 bedded unit with 350+ admissions annually for symptom control, end of life care & therapeutic assessment. Average length of stay is 16 days.
- **Community Palliative Care Team** – consisting of 16 Clinical Nurse Specialists assessing, advising and supporting over 350 patients at any one time through face-to-face visiting, telephone and video-conferencing support. They work closely with all Primary Care Teams across the catchment area including attendance at Gold Standard Framework meetings.
- **Hospice@Home service** – hands-on care supporting over 500 patients per year to stay in their own homes in the last weeks of their lives
- **Live Your Life Support** – open access Hospice telephone support for patients and carers using a person-driven, enablement and community connection model.

- **Input into Forth Valley Royal Hospital** – supporting the work of the Hospital palliative care team.
- **Neuro-palliative care** –Hospice hosts monthly Neuro-palliative MDT.
- **Specialist Lymphoedema Service** for NHS Forth Valley - Outpatient clinics and community visits delivered by three specialist Lymphoedema practitioners
- **Bereavement service** – providing different levels of support for complicated grief and providing community support to normalise death and enabling communities to support themselves.
- **Education, Practice Development & Research** - offering a range of single discipline and multi-disciplinary educational opportunities internally and externally.
    - Project ECHO Hub
    - Care Home support
    - Annual national Palliative Medicine conference
    - Sage and Thyme facilitators
    - QELCA courses
    - Practice Development Support
    - Research Active Hospice programme
- **Training doctors**
    - Medical student and FY1/FY2 education in collaboration with Glasgow and Dundee Universities
    - Placement for Internal Medicine trainees
    - GPST
    - Palliative Medicine Trainees
- **Clinical Governance** – quarterly meetings including input from Infection Control committee, Medicines Management group, quality improvement and research activities, and inspection reports from statutory bodies
- **Community Development** – empowering local communities to do what they can for themselves
- **Fundraising** – generating over 60% of the income

- Like all new starters at Strathcarron Hospice, you will have a six-month probationary period during which we make sure the role is working well for everyone.