



ARDGOWAN HOSPICE

EST. **45** 1981
Years of

Ardgowan Hospice

**Consultant in Palliative Medicine
2026 Recruitment Pack**

Hello from the CEO

Welcome

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

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.



To help us continue building on the work of our previous consultant, we are looking for someone committed to helping us reduce health inequalities, as Inverclyde has pockets of some of the highest levels of deprivation in Scotland. We want to build on our growing focus on staff development, including our medics. We work well with our colleagues in primary care, but we are sure more could be done to support them with their palliative patients.

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.

And then, just to make the game more fun, we need a building that fits our purpose. Over the next few years, the Trustees will likely need to commence a capital building project, looking for around £15 million to create a building environment that our services and the people of Inverclyde deserve. We want any building development to have at its very heart the facilities we need to provide the right services to the changing needs of our population.

I hope you find enough information in this pack to pique your interest. If you would like to have an informal conversation with me or visit the hospice, please contact me to arrange it.

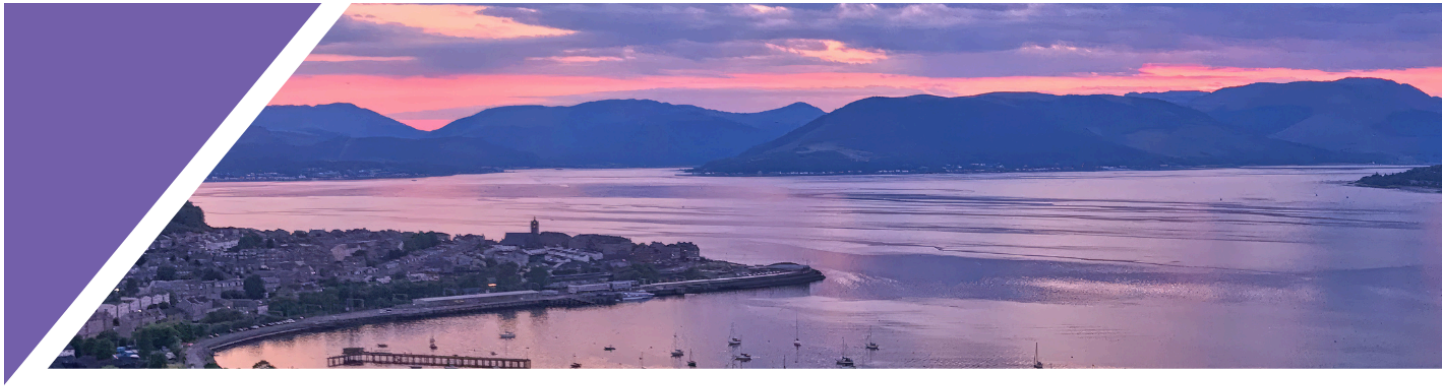
Thank you for your interest, and I look forward to meeting you in due course.

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	Consultant in Palliative Medicine
Team	Medical, responsible to CEO
Band/Salary Range	Consultant (2025/26 rates), pro-rata for part-time hours. Any agreed extra programmed activities and on-call requirements will be paid in addition to the basic salary.
Type of post	Permanent/locum
Hours	7 sessions plus on call commitment (0.5 session + 5% on-call supplement)
Updated	Jul 2026

About Ardgowan Hospice, Our Values and Behaviours

Our Mission

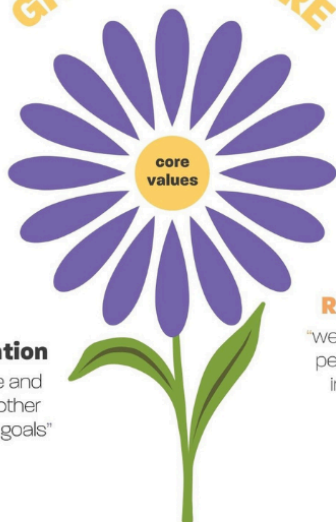
Ardgowan Hospice is a compassionate place of care for people living in Inverclyde who have been diagnosed with a life-limiting illness, such as cancer, heart failure, lung disease, kidney failure or neurological conditions.

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

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"





We are seeking a motivated Consultant 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 position is based at Ardgowan Hospice, Greenock. You will work alongside two specialty doctors (1 permanent, 1 fixed term), Advanced Clinical Nurse Specialists, Community Clinical Nurse Specialist and the Inpatient Unit Nursing team as part of your role.

You will provide senior medical cover across inpatient and community settings (reciprocal arrangements are in place with St Vincent's Hospice to cover days off/annual leave). The Inpatient Unit 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).

Our service is currently undergoing an exciting period of transformation, driven by a commitment to serve the changing needs of our community. For the right candidate, this environment offers a unique platform for professional growth. We are open to new perspectives and there is significant scope to shape and refine new models of care. You will be joining an enthusiastic team that values innovation that aligns with best practices in palliative medicine.

You will help explore and shape new ways of providing effective, equitable and efficient specialist palliative care across inpatient and community settings in Inverclyde. A willingness to guide positive, inclusive change alongside the existing clinical team that caters to the changing needs of the Inverclyde population is crucial. You will have an interest in systems leadership, innovation and collaboration across organisations and settings.

There will be a strong emphasis on workforce education and development, across both the specialist medical and nursing team. An understanding of the professional development needs of SAS doctors and a willingness to support this is essential.

This role offers the opportunity to be involved in the education and training of Specialty Doctors, Advanced Clinical Nurse Specialists and Clinical Nurse Specialists. We also have shadowing healthcare professionals such as Internal Medicine Trainees and doctors on taster weeks. We contribute actively to the teaching of University of Glasgow medical students and also support medical students on electives. You will be eligible to apply to become an Honorary Senior Clinical Lecturer with the University of Glasgow.



The successful applicant will join the Clyde Palliative Medicine Consultant on-call rota. The rota is currently a 1:6 non-resident plus prospective cover rota, which will be going to 1:7 on recruitment to this post. This involves:

- Providing 2nd on Consultant support to the 1st on call for the Clyde hospices - Ardgowan Hospice, St Vincent's Hospice and ACCORD Hospice
- 1st on call for community specialist palliative care advice across Clyde
- 1st on call for hospital palliative care advice for Clyde hospitals - Royal Alexandra Hospital and Inverclyde Royal Hospital.

We welcome applications from candidates who have obtained a Certificate of Completion of Training (CCT) and those who anticipate gaining their CCT within six months of the date of their interview. Applications from candidates on the Specialist Register via Certificate of Eligibility of Specialist Registration (CESR) or Portfolio Pathway route are also welcomed.

Applications from doctors with appropriate specialist training and experience who are not listed on the GMC Specialist Register will be considered for a Locum Consultant post, including those who have submitted or are considering submission of a CESR/Portfolio Pathway application for inclusion on the Specialist Register. Whilst in locum employment, an application to obtain CESR or Portfolio Pathway and entry onto the Specialist Register can be made.

We are open to discussing arrangements around terms of appointment i.e. permanent appointment, locum appointment (both short term and extended locum arrangements) to suit the professional development needs and aspirations of candidates. We would strongly encourage getting in touch to discuss further, please contact Graham Gardiner, CEO: graham@ardgowanhospice.org.

Indicative Job Plan

Total number of Programmed Activities: 7 (5 DCC, 2 SPA).

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

- Weekly IPU ward round with further F2F review as dictated by clinical need and complexity
- Senior medical oversight across IPU and community teams
- Telephone advice (external healthcare professionals), F2F advice and F2F review as dictated by clinical need and complexity in community patients
- Participation in weekly community caseload reviews
- Participation in weekly IPU MDT
- Ad-hoc outpatient clinic review of patients as dictated by clinical need and complexity

Supporting Professional Activities

- 1 core SPA session (flexible location) - for CPD, appraisal, job planning and revalidation needs
- 1 SPA session (on-site, worked flexibly over the course of the week depending on clinical and managerial commitments)
 - Educational and clinical supervision of two Specialty Doctors
 - Teaching and supervision of medical students and other shadowing healthcare professionals, in conjunction with Specialty Doctors
 - Clinical leadership and governance including participation in Clinical Leads group
 - Service development initiatives

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 applicant and the CEO.



Indicative Job Plan

Day	Time	Location	Work	Type	Number of PAs
Mon	09:00-1300	Hospice	Senior medical support across IPU and community - F2F reviews and specialty advice. Patient-related admin.	DCC	1
	1300 - 1700	Hospice	Senior medical support, clinical supervision of the medical team, teaching, service development, audit, governance work, and CPD	DCC/SPA	1
Tues	Day Off				
Wed	0900 - 1300	Flexible	Core SPA: CPD, audit, clinical governance, appraisal revalidation	SPA	1
	1300 - 1700	OFF			
Thurs	0900 - 1300	Hospice	Senior medical support for IPU and Community. Involvement in community caseload review (weekly).	DCC	1
	1300 - 1700	Hospice	IPU MDT. Patient-related admin. Management: Clinical Leads meeting (weekly) and Doctors' meeting (alternate weeks).	DCC/SPA	1
Fri	0900 - 1300	Hospice	Senior medical support for IPU and community. Weekly IPU consultant ward round. Patient-related admin.	DCC	1
	1300 - 1700	Hospice	Leadership and organisational development, including 1:1 with CEO, governance oversight, service development Patient-related administration arising from clinical work	DCC/SPA	1
On-call responsibilities and additional agreed roles to be worked flexibly					
On-Call		Flexible	Category A non-resident rota. Currently 1:6 (5% supplement), anticipated 1:7.	DCC	0.5

We support flexible working at Ardgowan Hospice and are willing to consider job share arrangements for the right candidate. The contract offered will be with Ardgowan Hospice, with terms in line with BMA terms and conditions for service for the consultant contract in Scotland. You will have an honorary contract with NHS Greater Glasgow and Clyde to cover on-call commitments. We offer our own pension scheme however you are able to maintain your NHS pension if you are an existing member of the NHS pension scheme.

The Team



You will be responsible to the CEO of Ardgowan Hospice.

You will be responsible for the line management of:

- One permanent Specialty Doctor (0.8WTE) across IPU and community, with an interest in service development and quality improvement.
- One fixed term Specialty Doctor (0.8WTE) across IPU and community (going out to advertisement in June 2026)

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

You will be part of the Clinical Leads group, which provides oversight across clinical teams at the Hospice. It is a group chaired by the CEO, with participation from senior nursing leads, the Wellbeing team lead, and the Business Support lead.

Key Relationships – Internal & External

Internal

- As detailed above in 'The Team' section

External

- Lead GP and Lead Nurse of Inverclyde Health and Social Care Partnership
- IRH Hospital Palliative Care Team - Consultant in Palliative Medicine and Clinical Nurse Specialists
- Clyde Consultants in Palliative Medicine group (St Vincent's Hospice and ACCORD Hospice)
- NHS Greater Glasgow and Clyde Consultants in Palliative Medicine group

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. Higher medical qualification: FRCP, MRCP, FRCA, MRCGP	✓	
2. GMC-registered medical practitioner with a license to practice	✓	
3. Doctors who: <ul style="list-style-type: none"> • are on the Specialist Register (via CCT/CESR/Portfolio Pathway), or • are within 6 months of gaining Certificate of Completion of Training (CCT) from the date of interview, or • have appropriate specialist training and experience who are not on the Specialist Register, including those who have submitted or are considering submission of a CESR/Portfolio Pathway application for inclusion on the Specialist Register 	✓	
Experience, motivation, skills and knowledge		
4. Experience in specialist palliative care across a wide range of settings	✓	✓
5. Strong interpersonal and communication skills	✓	✓
6. Evidence of participating and/or leading service development initiatives across all settings with healthcare equity, effectiveness and efficiency as priorities	✓	✓
7. Demonstrates a strong understanding of clinical governance	✓	✓
8. Understanding of clinical leadership within a third sector organisation and collaboration required with internal and external stakeholders	✓	✓
Teaching, audit and research		
9. Committed to supporting education and development of the medical workforce and across the wider hospice team e.g. SAS doctor development, non-medical prescribing	✓	✓
10. Experience of design and implementation of audit programmes	✓	✓
11. Keen to support research interests within Ardgowan Hospice	✓	✓

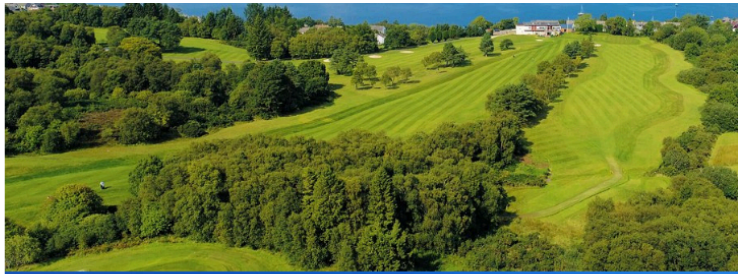
About Inverclyde

Inverclyde is a picturesque area located on the west coast of Scotland, bordered by the River Clyde. This vibrant region is made up of three thriving towns – Port Glasgow, Greenock and Gourock, and the villages of Kilmacolm, Quarriers Village, Inverkip and Wemyss Bay.

Inverclyde possesses a rich history that dates back to ancient times. Originally settled by the Celts, the area first recorded the establishment of communities around the 6th century. The region's scenic location near the Firth of Clyde provided a natural advantage, promoting trade and maritime activities. As centuries progressed, Inverclyde developed, facilitating connections between Scotland and other territories.

The prominence of Inverclyde surged during the Industrial Revolution in the 19th century, notably the shipbuilding sector. Shipbuilding, manufacturing and trading brought prosperity to Inverclyde in the 19th and 20th centuries, spawning such illustrious sons as James Watt, the engineer, whose famous inventions paved the way for the Industrial Revolution.

The area boasts many opportunities for entertainment, including a great variety of locally owned restaurants and bars, indoor and outdoor swimming pools, many golf clubs, bowling greens, and tennis courts as well as children's play centres, a cinema, a theatre and museums.



Relocation

Inverclyde's location offers a unique opportunity to experience vibrant urban life while enjoying the calm of coastal living, making it an ideal spot for locals and tourists alike. Landscapes, including the scenic coastal paths and rolling hills, provide a stunning backdrop for outdoor enthusiasts. The area is renowned for its diverse range of attractions that cater to every interest and age group.

Housing is more affordable than the national average; there are work and career opportunities for your wider family. The local area currently has 20 primary schools, 6 secondary schools, as well as a multitude of universities and colleges just a stone's throw away. You'll find living and working here offers you the best of modern living.

Transportation

The area serves as a bridge between the bustling city of Glasgow and the serene countryside hills of Argyll and Bute. Well-connected by road and rail, allowing easy access to major cities. Public transport is easily accessible with a local train and bus network. Travel across the rest of the UK can be made via Glasgow Airport.

Inverclyde On Screen

If you are an avid film/tv watcher, you have probably seen Inverclyde on screen without knowing. Films such as Wild Rose, Sweet Sixteen and Dear Frankie featured areas of Greenock on screen. Many TV dramas are filmed locally, including Annika, Shetland, Kelly Macdonald's The Victim, Richard Gadd's Half Man and James McAvoy's new Sky drama Meantime.



Local trainlines link to Glasgow, which has direct routes to all major UK cities.

Gourock and Weymss Bay also have Ferry Terminals which operate both car and passenger transport to Dunoon, Rothesay, Killcregan.



Glasgow to...

London (All)
1hr 15mins flight approx

Manchester
1hr 10mins flight

Belfast
45mins flight

Paris
1hr 50mins flight

Amsterdam
1hr 30mins flight



Inverclyde to...

Glasgow City Centre
45mins drive

Edinburgh City Centre
1hr 45mins drive

Carlisle
2hr 15mins drive

Stirling
1hr 10mins drive

Ayr
1hr 30mins drive