

Speciality Doctor in Palliative Medicine Garden House Hospice Care

Job description and person specification



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Job Description for Specialty Doctor in Palliative Medicine

Summary of job description:

Type of post:	Specialty doctor in Palliative Medicine
Nature of appointment:	Part time
Duration of appointment:	Twelve month fixed term appointment
Number of Programmed Activities:	6 PA plus non resident on call of one weeknight per week and one weekend and one Friday night every 5 weeks, equating to 0.78 WTE.
Responsible to:	Medical Director of Garden House Hospice Care
Employer:	Garden House Hospice Care, Letchworth

Why join Garden House Hospice Care?

The successful applicant will join Garden House Hospice Care (GHHC) at a very exciting time. In 2024 GHHC started a new, innovative service for patients with moderate to severe frailty, as part of the care provided to patients with a life limiting diagnosis. This service has been featured repeatedly on the BBC news and radio and has received multiple awards, including the Palliative Care Service of the Year Award. On the back of this success, 2025 is the first year of our new 10 year strategy, to bring our vision that “every person matters” to life. One of the early achievements of this new strategy has been, against competition with the NHS, winning the commission to run the enhanced nursing home care service across the whole ICB, providing care to 39,000 patients.

Why come to North Hertfordshire?

The Hospice is situated in the beautiful and historic Letchworth Garden City which combines a surprisingly peaceful, leafy setting and a wide range of amenities, including independent shops, restaurants and cinema. A 10-minute drive away is the bustling market town of Hitchin, with yet more restaurants, independent shops, historic buildings and a number of primary and secondary schools graded by Ofsted as Outstanding.



There is a huge range of quality housing in urban, semi-rural or rural areas within easy travelling distance of the Hospice. Transport links to the area are excellent, with fast road and rail links to Cambridge, London and surrounding areas. Luton Airport is the nearest of a number of airports within easy reach.

The area of North Hertfordshire contains many areas of outstanding natural beauty, with opportunities for walking, horse riding, water sports and cycling, while the towns of Letchworth, Hitchin, Baldock, Stevenage and Royston provide a plethora of other recreational opportunities.

What is Garden House Hospice Care?

Garden House Hospice Care is the Hospice for North Hertfordshire, Stevenage, Royston and surrounding villages, covering 530,000 people within the catchment area.

The main Hospice building is in Letchworth Garden City, with fifteen Community Hubs including in Hitchin, Stevenage and Royston.

Clinical provision at Garden House Hospice Care includes:

- 12 bedded Inpatient Unit
- 24/7 advice line for patients, families and professionals
- Rehabilitation and Wellbeing Team
- Medical outpatient clinics and domiciliary assessments
- Hospice at Home and Continuing Health Care team
- Emotional and psychological distress support
- Frailty CNS team
- Admiral Nurse
- Medical support to Herts Community Team
- Specialist Palliative Care CNS team.



In addition to our clinical services, we have a large Community Engagement team who run a Compassionate Neighbours befriending service, 15 volunteer led Community Hubs across our catchment area and a schools, colleges and youth outreach project.

Garden House Hospice Care has a wide range of clinical education provision, through which we work collaboratively with Isabel Hospice in Welwyn.

Garden House Hospice Care vision, mission and values:

Vision Every person matters.

Mission Embracing, empowering and enriching lives every day.
Rebalancing and refocusing our services to enhance quality of life based on the needs of our communities.

Values Inclusiveness
Integrity
Innovation

Summary of the role:

The successful applicant will be a part of the Medical Team, which is led by the Medical Director and includes a permanent speciality doctor, and from September 2025 a second consultant.

Fitting with the Hospice's strong ethos of supporting training and education, the Hospice will have three full time and one less than full time GP Trainees, rotating four monthly, from August 2025. Part time trainee numbers will increase to two in 2026.

In addition to the GP trainees, the Hospice has a training slot for a specialty registrar in palliative medicine, rotating annually.

To support the out of hours on call rota, the Hospice has a bank medical team.

The Hospice has a Band 8 Specialist Pharmacist, who works across both Hospice and Hospital settings and is planning to recruit a full time pharmacy technician this year.

The successful applicant will be non resident on call one weeknight per week, plus one Friday night and one weekend in every five weeks. They will also be expected to cover two bank holidays over the course of the employment, with a day of time in lieu leave for each bank holiday covered.

Salary, including on call payment, will range from £46,157 to £74,412 for this 0.78 WTE role, with salary based on previous experience gained within the specialty doctor role.

Garden House Hospice Teams

Garden House Hospice Care Medical Team

- Dr Sarah Bell, 0.9 WTE, Medical Director
- Dr San San Vijeratnam, 0.6 WTE, Consultant (starting September, 2025)
- Dr Lucy Thomas, 0.44 WTE, Specialty Doctor
- Sara Skandarajah, 0.4 WTE, Band 8 Specialist Pharmacist
- Dr Eshen Ang, Speciality registrar, 0.8 WTE (starting September 2025)
- Four GP trainees, 3.4 WTE in total, increasing to five GP trainees, 3.8 WTE in total in 2026.





The Hospice has a Medical Bank Team who predominantly support with staffing the first on call out of hours rota. The Medical Bank comprises GPs with a special interest in Palliative Medicine, including a number of previous GP trainees keen to maintain links with the Hospice, local GPs with a special interest in palliative medicine and palliative medicine doctors.

Garden House Hospice Care CEO and Hospice Management Board

The Hospice CEO is supported by the Hospice Management Board with representatives of key individuals from all Hospice Directorates including Clinical, Community Engagement, Income Generation, People and Culture, Finance and Estates.

The Hospice is also introducing a Clinical Business Unit management structure under the Hospice Management Board this year.

Support provided

The successful applicant will be under the leadership of the Medical Director and Consultant and will receive support from the GP trainees, Hospice Pharmacist and members of the nursing team.

Duties of the role

The successful applicant will work alongside the Hospice Medical Team to provide high quality care to adult patients with any life limiting diagnosis. They will fully embrace the Hospice multidisciplinary team approach. They will be supported to gain experience and knowledge in palliative medicine and hospice care.

Inpatient Unit

The successful applicant will part of the medical team working on the Hospice Inpatient Unit, comprising 12 beds. The unit is open 24/7 with patients admitted for symptom control, last days of life care or for reablement as part of the Hospice Frailty Service. There is a combination of ensuite single rooms and bays, all with garden views and a large and well-appointed lounge area with access to the garden.



The successful applicant will be a member of the weekly Inpatient Unit MDT, which is chaired by the Hospice Medical Director. During this well attended meeting, all inpatients will be discussed in detail.

The successful applicant will work with the Hospice medical team to admit new patients, including prescribing medications, review current in patients, complete documentation around discharge or death, meet with families and carers and provide support and advice to the nursing and AHP team. They will also provide telephone support or advice to patients, families or community healthcare professionals, including the Herts Community Trust

Specialist Palliative Care CNS team (see below).

Community work

The Hospice is commissioned to provide medical support to the Hertfordshire Community Trust Specialist Palliative Care CNS team. The team is comprised of three band 6 and three band 7 nurses, supported by two band 8 managers in a job share role.

The successful applicant will work with the Hospice Medical Team to provide telephone advice to the CNS team or other local healthcare professionals.

The successful applicant may undertake domiciliary assessments, which could include reviewing patients that the CNS team request face to face support with and who are not clinically able to attend medical outpatients at the Hospice.

The successful applicant will have the opportunity to virtually attend the North Herts Specialist Palliative Care Regional MDT on Tuesday afternoon.

Senior Clinical Fellow on call requirements

The successful candidate will be part of the on call rota, working 1 weekend and 2 weeknights in every 5 weeks for a non residential on call. The work intensity is light to moderate.

At weekends, a ward round of key patients will be required each day, plus review of out of hours admissions, which would be maximum one admission per day, other than in very exceptional circumstances.

For weeknights occasionally it will be necessary to see late arriving admissions or to attend for medical assessment of unwell patients, where telephone advice and remote prescribing is not sufficient to solve the issue.



Training and education role

The successful applicant will have the opportunity to work with the Hospice Medical Director and Consultant to train GP trainees on placement at the Hospice. This may include working with the team to organise induction for GP Trainees at the start of their placements.

The Hospice is a ratified training Hospice for University of Cambridge School of Clinical Medicine and regularly hosts Cambridge medical students, as well as other students wishing to learn about palliative medicine and Hospice care. Working with the Hospice medical team, the successful applicant will be involved in supporting these placements on the Inpatient Unit.

The successful applicant will support in organising the weekly Lunch and Learn sessions, normally held on Friday, at which a combination of general medical and palliative medical teaching and updates are shared by the medical team.

The successful applicant may also wish to be involved in teaching of Hospice nurses or other staff, for example as part of nursing Medicine Management courses.

Research at Garden House Hospice Care

Under the leadership of the Trustee Board, Garden House Hospice Care values and promotes the crucial importance of research in palliative medicine. Currently the Hospice actively engages with as many external research projects as possible. The successful applicant will have the opportunity to support research carried out at the Hospice.

Clinical governance

The successful applicant will be supported to participate in quality improvement activities, especially relating to the Inpatient Unit. As part of this, there will be the expectation to participate in audit around clinical practice and support quality improvement work from audit outcomes.

The successful applicant will be involved in incident reporting, investigation and response/learning from incidents relating to the medical team.

The successful applicant will work within Hospice policies and procedures. They may be involved in reviewing of clinical policies and procedures relevant to the medical team.

Continual professional development, appraisal and revalidation

The successful applicant will be supported through study leave to undertake appropriate continual professional development.

The successful applicant will be required to complete Hospice mandatory training if they cannot demonstrate equivalent training completed elsewhere, that will fulfil the necessary mandatory training requirements for the Hospice.

The successful applicant will be fully supported to comply with annual medical appraisal and revalidation requirements. The Hospice Medical Director is a trained ENHUT appraiser, so will be available to undertake the successful applicant's appraisal, otherwise there is a choice of appraiser through the ENHT, under whom the Hospice falls for purposes of appraisal and revalidation.

Sample weekly timetable

Working day runs 9am to 5pm

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Non working day	Capacity meeting Inpatient Unit MDT Ward work	Non working day	Inpatient Unit handover Capacity meeting Consultant ward round	Inpatient Unit handover Capacity meeting Consultant ward round
Lunch					Lunch and Learn
PM		Ward work N Herts Locality virtual SPC MDT		Ward work	Ward work

Other activities include but are not limited to:

- Family meetings, relative discussions or similar activities
- Medical Team Meetings
- Incident Management
- Meetings
- Medication Incident Meetings
- Drug and Therapeutics Meetings

Person Specification – Specialty doctor in Palliative Medicine

Entry criteria	Essential	Desirable
Qualifications and experience	<ul style="list-style-type: none"> • Entry on the GMC Specialist Register for general medicine • Minimum of four years of post graduate medical experience • Experience in palliative medicine 	Qualification in palliative medicine
Standards	<p>Thorough knowledge and understanding of GMC standards in <i>Good Medical Practice</i> including:</p> <ul style="list-style-type: none"> • Good clinical care • Maintaining good medical practice • Good relationships and communication with patients • Good working relationships with colleagues • Good teaching and training • Professional behaviour and probity • Delivery of good clinical care • Training and expertise in adult and children's safeguarding. 	
Clinical skills	<ul style="list-style-type: none"> • Ability to take responsibility for clinical care of patients with understanding around when to seek support from a senior • Displays sound clinical judgement & exercises sound clinical risk management • High level of communication skills with an empathetic, caring approach to patients and families • Formulate individualised patient management plans for patients • In date basic life support qualification • Practical clinical skills such as ability to insert NG drainage tube 	
Commitment to clinical governance	<ul style="list-style-type: none"> • Understanding of the importance of clinical governance and quality improvement with a track record of engaging in clinical governance, audit and quality improvement work • Ability to apply research outcomes to clinical problems; ability to critically appraise published evidence 	Audit or research presentations at medical meetings or publications
Teaching	<ul style="list-style-type: none"> • Experience of teaching within the healthcare setting in a range of settings 	Completed training for providing teaching in the medical setting

Personal skills	<ul style="list-style-type: none"> • Able to support the Hospice values in day to day clinical work and when engaging the wider community • Able to develop effective working relationships on an individual and multi-disciplinary basis with all levels of staff • Awareness of own limitations and when to ask for help; receptive to appropriate challenge • Able to cope with and effectively organise workload for the role of Senior Clinical Fellow • Able to cope with work pressure, be adaptable and flexible to change and new demands • Gamilarity with standard office packages and use of IT based technology • Self-awareness and ability to accept and learn from feedback • Commitment to maintaining professional skills and knowledge relevant to the job • Promotes equality and values diversity. 	
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Get in touch

If interested in this post, including to arrange a visit to Garden House Hospice Care, please contact:



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