

238940 – Locum Specialty Doctor in Anaesthesia

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To assist you with your application, this pack will provide useful information about the post, about NHS Lanarkshire and about Lanarkshire more generally.

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Message from Chief of Medical Services

Thank you for your interest in our Locum Speciality Doctor in Anaesthesia at NHS Lanarkshire.

We have excellent opportunities for people to progress further in their career, with friendly and supportive colleagues in a multi-disciplinary team.

We are looking for inspiring individuals who can take forward service improvements and work well with others. We support flexible working, interest in non-clinical work (such as research and audit); and if you do have any relevant special interests we would definitely want to support this in any potential candidate for interview.

If you think you have got what it takes, I look forward to receiving your application.

If you haven't already done so, you will also want to check out NHS Lanarkshire's website at <https://www.nhslanarkshire.scot.nhs.uk/>

Martin Downey

Chief of Medical Services

University Hospital Wishaw

NHS Lanarkshire

Selection Process

The Job Pack and Person Specification is designed to inform potential applicants on the essential and desirable experience and personal attributes which are sought in the appointment of Locum Specialty Doctor in Anaesthesia.

Assessment against this will feature throughout the recruitment and selection process for the appointment.

All applications for the job are made through <https://apply.jobs.scot.nhs.uk/vacancies.aspx> Guidance notes for the completion of the Medical & Dental Application Form are available on the advert. Please note CV's will not be accepted.

Please follow the link below should you wish any further information on NHS Lanarkshire recruitment <https://www.nhslanarkshire.scot.nhs.uk/recruitment/>

NHS Lanarkshire are happy to consider requests for this publication to be in another accessible format e.g. large print, braille. Please contact us via either of the undernoted methods, clearly stating which format is required:

For any application queries, please email medical.dentalconsultant@lanarkshire.scot.nhs.uk

Should you require further information regarding this post you can contact the HR Medical & Dental team or make informal enquiries with the department using the contact details below:

Additional Arrangements

Informal enquiries regarding this post will be welcomed by:

- Dr Miriam Stephens, Consultant/Clinical Director Anaesthesia or via email miriam.stephens@lanarkshire.scot.nhs.uk
- Dr Niki Doody, Consultant/College Tutor or via email nicola.doody@lanarkshire.scot.nhs.uk

Supporting your Development

Specialty Doctors are key members of our senior medical/dental workforce and provide a wide range of experience and skills. NHS Lanarkshire is committed to supporting your continued professional development as a Specialty Doctor. We strive to support a culture of development that embodies the aims of the SAS Charter and the NES SAS Development Programme.

Further information regarding professional development as a Specialty Doctor or Dentist in Scotland is available here : <https://www.scotlanddeanery.nhs.scot/your-development/specialist-and-associate-specialist-doctors-and-dentists/>

An overview of the NES SAS Development Programme is available here: [SAS Development Programme Brochure](#)

The Post



An exciting opportunity has arisen for specialty doctor in University Hospital Wishaw Anaesthetic Department

This would be a 10PA post with out of hours commitment primarily in maternity/ICU or cepod theatre.

The main clinical duties will consist of the provision of critical care, obstetric anaesthesia and general anaesthesia for the specialties on the Wishaw site. The precise details of the job will be dependent on the successful candidate's training and interests, and the successful candidate will meet with the Clinical Director/Clinical Lead. The appointee will be allocated daytime theatre, intensive care and/or labour ward sessions working with a consultant anaesthetist/intensivist and be expected to provide out of hours' resident cover these areas.

The post is based on a 40 hours per week plus out of hours work. The job is offered as a full-time post but applications will be considered from those wishing to work less than full-time.

You will be expected to comply with Royal College of Anaesthetists recommendations on continuing medical education, and departmental clinical governance activities. You will be accountable to the Clinical Director of Anaesthetics, Critical Care and Associated specialties. Appropriate educational supervision will be provided with the opportunity for competency sign-off using the Life-Long Learning Platform and consultant feedback.

Continued personal development is seen as essential for this role and support will be given to individuals wishing to undertake activities such as audit and teaching. Support for examinations and non-clinical activities will be offered. Access to study leave and budget and training opportunities required to fulfil the RCoA guidance is supported.

You will be expected to work with professional colleagues and local managers to ensure the efficient running of the service subject to the provision of the terms and conditions of service. You are expected to observe agreed policies and procedures and follow the standing orders and financial instructions of NHS Lanarkshire.

The department is part of the surgical and anaesthetic directorate and provides anaesthetic services within the 12 theatre operating suite, which is located on the 2nd floor. The specialties covered at Wishaw include Orthopaedics and Trauma, General Surgery, Gynaecology, Paediatrics, Day Case ENT and Obstetrics. Following the NHSL T&O re-organisation, all orthopaedic trauma is managed in Wishaw which is also a trauma unit within the Scottish Trauma Network.

The majority of elective patients are admitted on the day of surgery and we are expanding the type of cases we can do as day cases. Our elective patients are seen pre-operatively by an excellent pre-assessment service with a high risk/shared decision making clinic supported by a CPET service.

There is a modern 12 bedded Adult Critical Care Unit (ACCU) adjacent to the theatre suite which is the responsibility of the Anaesthetic department. All major forms of organ support are provided. There is an additional 12 bedded medical level 2 facility and 8 surgical level 1 beds within the hospital.

There are currently 10 consultants with a commitment to ICM who undertake whole weeks of daytime service provision. There is a stand-alone consultant rota for ICM. The ACCU is staffed at night by a resident trainee/clinical fellow with ICM consultant cover. NHS Lanarkshire has embraced the role of Advanced Critical Care Practitioners to enhance the critical care team. There are 6 level 3 beds and 6 level 2 beds within the critical care unit.

The obstetric unit has approximately 4500-5000 deliveries per annum with a caesarean section rate of approx. 30%. We use both Patient Controlled Epidural Analgesia and remifentanyl PCA for labour analgesia. We also run a dedicated high risk obstetric anaesthesia clinic. Trainees from the West of Scotland School of Anaesthesia rotate through the unit for obstetric anaesthesia training. The obstetric unit is staffed mainly by those with a special interest in obstetric anaesthesia. We now have a standalone obstetric consultant on call rota.

We provide a weekly rolling in-house programme of postgraduate teaching and there are weekly ICM MDT meetings which are coupled with an educational/development forum. The department hosts a half day, monthly CME programme and there is an active hospital programme of multidisciplinary post-graduate education.

Our CEPOD theatre has consultant cover 24 hours a day, this role may involve CEPOD out of hours work.

Out of hours responsibilities

The post holder will contribute to the resident rotas covering Theatres, Obstetrics and ICU. The other personnel contributing to the rota are anaesthetic trainees in the West of Scotland school of anaesthesia.

Critical Care

University Hospital Wishaw has a 12 bedded general ICU comprising of 7 level III beds with 5 surgical level II beds with the ability to "flex" as the clinical need arises.

The ICU is fully subscribed to the Scottish Patient Safety Programme. The unit is involved in multi-centre research studies (portfolio studies) and a strong audit/Quality Improvement culture exists.

Nursing staff have an extended role.

We are a certified Level III Training Unit for Intensive Care Medicine.

An FY doctor rotates through the Unit as part of the West of Scotland Foundation Program

There are currently 2 WTE Advanced Nurse Practitioners in Critical Care (ANPCCs) employed in the Critical Care Unit at Monklands Hospital as well as one trainee.

There is a weekly MDT covering patient reviews, governance, QI, research and other business. This is also an ideal teaching opportunity.

You will be expected to work with professional colleagues and local managers to ensure the efficient running of the service subject to the provision of the terms and conditions of service. You are expected to observe agreed policies and procedures and follow the standing orders and financial instructions of NHS Lanarkshire.

The unit has up to date equipment including ultrasound capable of intra-abdominal and cardiac imaging. We have FICE mentors in our consultant group.

Pain services

The department is responsible for the Acute Pain Service which includes a Pain Specialist Nurse and has dedicated consultant time for the provision of the service.

NHS Lanarkshire is actively improving and modernising chronic pain services through the development of a single system approach headed by a specialist multidisciplinary team. This is now provided from a community medical centre base with theatre interventions undertaken at Wishaw General Hospital.

Perioperative Medicine

We have a dynamic and enthusiastic team of consultants working in pre-assessment including two founding members of Scottish Perioperative Medicine Society (SPOMS). We have a high risk/shared decision making clinic supported by a CPET service. We have an academic presence and accommodate University of Glasgow BSc students interested in perioperative medicine.

Emergency Theatres

There is a daily emergency theatre with 24-hour consultant cover.

OOH operating is limited by adherence to NCEPOD guidance on only life and limb threatening procedures being carried out overnight.

Medical Education

The Board has a well-established, bespoke Medical Education and Training Centre with simulation facilities and is developing a faculty for Human Factors training. We have a strong commitment to Patient Safety and Quality Improvement with an increasing number of consultants who are trained Patient Safety Fellows.

Quality Improvement / Research / Simulation

The post holder will have an average of 1-1.5 days per week dedicated to their specialty interest. They will be expected to complete a defined project within their chosen area. Depending on the post holder's experience, it may be possible to combine two aspects into a major and minor role.

The department has three Patient Safety and Quality Fellows who will provide support and mentoring for quality improvement. There is an active community of improvement in the hospital with an IHI open school chapter and dedicated improvement manager.

The department has a number of portfolio research opportunities and there are opportunities for research while in post.

Teaching

There is an active teaching program within the department covering anaesthesia, critical care, pain and perioperative medicine. The successful applicant will be able to avail themselves of this program and contribute to the presentations. Sessions are held weekly.

General Provisions

You will report to Clinical Director, who will agree your job plan.

Health and Safety

You are required to comply with NHS Lanarkshire Health and Safety Policies.

Resident Medical Staff

You will be responsible for the training and supervision of Resident Doctors who work with you and you will be expected to devote time to this on a regular basis. In addition, you will be expected to ensure that staff have access to advice and counseling. If appropriate, you will be named in the contracts of Doctors in training grades as the person responsible for overseeing their training and as the initial source of advice to such Doctors on their career.

Resources

The following department resources are available:

Consultants:

Dr M Stephens, Clinical Director Perioperative Medicine/Regional

Dr S Dalchow, Deputy Site Chief, ICM, ECT

Dr P Lucie, Clinical Lead ICM, InSpire lead

Dr H McKay, Obstetric Anaesthesia, Perioperative Medicine

Dr N Doody, College Tutor, Theatre Improvement Lead

Dr K Bennett, Trauma Lead, ICM

Dr T Szelei, Senior Rota Coordinator

Dr L Miller, Obstetric Anaesthesia, transfusion lead

Dr C Slorach, Lead Clinical Acute Pain
Dr K Razouk, Obstetric Anaesthesia
Dr R Padmanabhan, Airway Lead
Dr L Young, ICM, Perioperative and Paediatric Anaesthesia
Dr I Lang, ICM
Dr D Strachan, ICM
Dr G Matthew, Obstetric Anaesthesia
Dr M Dalidowski, Equipment Lead, Obstetric Anaesthesia
Dr O Lubeigt, Obstetric Anaesthesia
Dr Y Kummar, Obstetric Anaesthesia
Dr S May, Clinical Lead Chronic Pain
Dr A Sowinska, CLOD, ICM
Dr S Smith, Obstetric Anaesthesia, Paediatric Anaesthesia
Dr S D'Sylva, ICM, resident rota runner
Dr C Carson, Periop Guidelines lead
Dr G Burns, ICM
Dr C McAteer, Perioperative Medicine
Dr A Livingston, Obstetric Anaesthesia, Medical Education, Perioperative Medicine
Dr I McKeivitt, Paediatric Anaesthesia, Acute pain
Dr G Finnie, Perioperative Medicine Obstetric Anaesthesia
Dr B Crockett, Obstetric Anaesthesia Lead
Dr G Peters, AA lead, Obstetric and paediatric anaesthesia,
Dr E Murphy, Perioperative Medicine, Academia, Paediatric Anaesthesia

Specialty Doctors

Dr K Mathieson, Obstetric Anaesthesia
Dr A Atrah, Obstetric Anaesthesia
Dr J Nieman, Trauma rota coordinator

Trainees from the West of Scotland Training Scheme.

13

Anaesthesia Associates

5

Secretarial Support:

1 WTE Senior Secretary - Ms Suzanne Lees

Duties & Responsibilities

The work plan will be dependent on the successful candidate's previous training and interests with on call commitments in theatre, ICU or maternity. This can be tailored to the individual's preference where possible.

The OOH component involves resident long days/nights in 3 and 4 day/night runs, normally with no more than 3 such shifts in a row. Appropriate rest periods are built into the rota following all the relevant EWTD / new deal and Scottish Government requirements. Other working time is allocated to daytime theatre work. The other rota members will be AiT's on rotation.

On average of 1-1.5 days per week will be allocated to the development of the special interest areas. This may fluctuate depending on the scale of the proposed project

Fixed Commitments

Days	Hours	Type of Work	Location
Monday	AM	CD/Lead to complete	CD/Lead to complete
	PM	CD/Lead to complete	CD/Lead to complete
Tuesday	AM	CD/Lead to complete	CD/Lead to complete
	PM	CD/Lead to complete	CD/Lead to complete
Wednesday	AM	CD/Lead to complete	CD/Lead to complete
	PM	CD/Lead to complete	CD/Lead to complete
Thursday	AM	CD/Lead to complete	CD/Lead to complete
	PM	CD/Lead to complete	CD/Lead to complete
Friday	AM	CD/Lead to complete	CD/Lead to complete
	PM	CD/Lead to complete	CD/Lead to complete

In addition, other activities not occurring at fixed times.

This is an illustrative weekly timetable. Certain activities illustrated in this timetable will be open to review within the job planning process.

- Discussing referrals, inpatient and outpatient with Colleagues (daily).
- Discussing management/investigation of patients with colleagues in other appropriate Clinical Support Services.
- Ward Referrals, discussing patient management/ reviewing patients with doctors in training and Nursing Staff out with formal ward rounds.
- Expeditious completion of discharges and completion of patient administration duties e.g. verifying letters, signing off results etc.
- Speaking to GP's, outpatients re results.
- Vetting/Photo triage.

- Work towards generic and specialty objectives.
- CPD and Appraisal
- Audit

Audit and Research

The successful candidate will be expected to participate in Quality Improvement and audit processes and there is an active clinical audit department available to assist. NHS Lanarkshire is ambitious to build a portfolio of research projects backed by enthusiastic and dynamic individuals. It has an active Research and Development department and would welcome discussion regarding a potential research interest.

Continuing Professional Development

Study leave is available within the terms and conditions of service with the approval of the Clinical Director/Clinical Lead. The appointee will be required to fulfill such demands for continuing professional development as the Royal College of Anaesthetists and the Faculty of Intensive Care Medicine (or other relevant bodies) may make

Honorary Academic Status

The University of Glasgow enjoys close links with NHS Lanarkshire, and our medical students benefit greatly from the excellent educational opportunities provided by the board in both primary and secondary care. Those who are or who will be significantly involved in teaching our students, or in any other activity which involves a significant contribution to teaching, research or scholarship within the University are eligible to apply for honorary status at the University of Glasgow.

Applications can be made via the Hospital Sub-dean and then to the appropriate academic department within the University.

Person Specification

QUALIFICATIONS:

ESSENTIAL CRITERIA

- MBChB or equivalent.
- Current full registration with GMC with a licence to practice.

DESIRABLE CRITERIA:

- Higher Degree or other Diploma.
- Further educational certificates, diploma etc.
- Postgraduate exam. (or equivalent).
- Other e.g. ALS Provider.

TRAINING:

ESSENTIAL CRITERIA

- Completed at least four years' full-time postgraduate training (or its equivalent gained on a less than full time or flexible basis) at least two of which will be in a Specialty Training Programme or specialty registrar locum appointment for training (LAT): or shall have equivalent training, experience or competencies, either in the UK or overseas.

DESIRABLE CRITERIA

- Training at ST/SPR level in communication, teaching or management.
- Experience within UK training establishments

EXPERIENCE:

ESSENTIAL CRITERIA

- Recent and relevant clinical experience and competency with wide general experience.
- Recent and relevant experience and personal qualities to work in a busy unit dealing with the high turnover of planned and unscheduled admissions.
- Ability to supervise the clinical work of doctors in training and relevant staff in other disciplines.
- Confident with indirect supervision of varying grades of doctors in training.
- Previous experience in organising NHS Services or equivalent.

DESIRABLE CRITERIA

- Well-developed subspecialty interest.
- Administrative / Management experience.

AUDIT/RESEARCH:

ESSENTIAL CRITERIA

- Understanding of the principles of medical audit.
- Evidence of contribution to audit at least at local level.
- Awareness of principles of research with an ability to critically analyse medical literature.

DESIRABLE CRITERIA

- Experience and interest in Audit of the practice and experience of design of audit.
- Research within the practice.
- Involved in design of research relevant to the practice.

PUBLICATIONS:

DESIRABLE CRITERIA

- Presentations/Publications relevant to the practice.

TEACHING:

ESSENTIAL CRITERIA

- Previous involvement in the delivery of undergraduate or postgraduate teaching.
- Experience of providing supervision and or mentorship

DESIRABLE CRITERIA

- Interest in and commitment to teaching and training.
- Experience of providing problem-based teaching.
- Experience of organising teaching programmes. Formal training in educational/clinical supervision.
- Experience of providing supervision and or mentorship.

KNOWLEDGE & SKILLS:

ESSENTIAL CRITERIA

- Broad based knowledge and skills in diagnosis and clinical management within the Specialty and encompassing most sub-disciplines.

DESIRABLE CRITERIA

- Good IT Skills

DISPOSITION:

ESSENTIAL CRITERIA

- Committed to Quality Patient Care.
- Able to be understanding of and sensitive to the needs of patients.

- Excellent communication skills (verbal and written)
- Ability to work under pressure.
- Ability to work effectively in a multidisciplinary team.
- Responsive to change and innovation, promoting a culture for organisational development.
- A flexible approach to duties, which satisfies the needs of the Service in a changing environment.
- Ability to demonstrate reflective practice with evidence of regular appraisal with clear Personal Development Plan relating to Continuing Professional and Personal Development.
- Good time management and organisation.
- Demonstrates commitment and enthusiasm to service delivery.

DESIRABLE CRITERIA

- Problem solver/diplomat/counsellor.
- A natural leader.

MANAGERIAL:

ESSENTIAL CRITERIA

- Knowledge of service provision at a local level.
- Awareness of the principles and core practices involved in service management, project management and effective meetings.

DESIRABLE CRITERIA

- Involvement in service re-design.
- Involvement in project delivery.
- Involvement in NHS-related meetings.

LEADERSHIP:

ESSENTIAL CRITERIA

- Awareness of the principles of team leadership and effective people management.
- Commitment to the Values of NHS Lanarkshire: Care and Compassion, Dignity and Respect Openness, Honesty and Responsibility, and Quality and Teamwork.

DESIRABLE CRITERIA

- Evidence of role as leader within groups.

Terms & Conditions

a) This appointment is offered on the Terms and Conditions of the Specialty Doctor Contract on a Locum Basis (2022).

b) Our pension scheme is provided by Scottish Public Pensions Agency, and all benefits are explained on the SPPA website (<http://www.sppa.gov.uk/>). Here you can also access an annual statement showing how much service has built up in your pension. If you wish to opt out or have previous NHS Service, you should refer to the SPPA website for further information about any implications for your pension benefits.

Superannuable pay will include basic salary (up to 10 programmed activities, but not any extra programmed activities about this level), on-call availability supplements, discretionary points, distinction awards, and any other pay or allowances agreed by the Scottish Government, to be superannuable. Superannuable pay will be subject to HMRC legislation.

c) The employment is subject to 3 months' notice on either side subject always to the appeal and other provisions of schedule 2 of the Terms and Conditions of the Specialty Doctor 2022 Contract (NHS Circular PCS (DD) 2022/2)

d) The successful candidate must be contactable throughout any on-call period. NHS Lanarkshire will provide the facility for this.

e) The successful candidate, if not already employed by the NHS Lanarkshire, will be required to complete a medical questionnaire to obtain medical clearance from the Occupational Health Physician.

f) The successful candidate will be required to complete a Disclosure Scotland PVG (Protecting Vulnerable Groups Scheme) form. An e mail link will be sent to the successful candidate for completion. No approach will be made without written permission of the successful applicant who will be asked to sign and complete a disclosure PVG application, giving authorisation for the check to be undertaken. If you are a non EEA National and are currently based out with the UK a Country of Origin check/criminal records certificate will also be required from each country in which you have resided continuously or cumulatively for 12 months or more in the last 10 years.

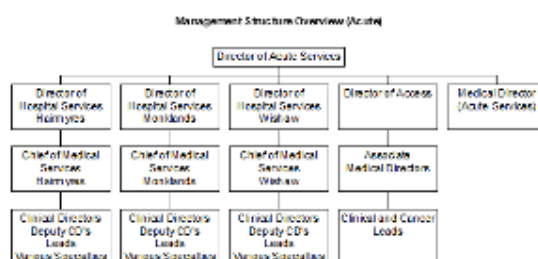
g) NHS Lanarkshire does not negotiate salary placements. On commencement the salary will be in line with Schedule 10 of the Terms and Conditions of the Specialty Doctor Contract (2022). Appointees start on the scale minimum except in the circumstances of paragraphs 6 - 9 of Schedule 10 of the terms and conditions of service.

h) From 1st April 2024, the starting salary for the post is £61,690 per annum (based on 10 Programmed Activities per week). The successful candidate's total salary will be dependent on his/her previous service history. Remuneration for any extra programmed activities will be dependent upon the job plan agreed at the time of appointment.

i) Dependent upon present place of residence, NHS Lanarkshire may require the successful candidate to undertake to remove home to a distance acceptable to NHS Lanarkshire, normally within 10 miles of the base Hospital, in which case removal expenses will be payable in accordance with NHS Lanarkshire Policy. In some cases, however, a residence more than 10 miles distant from the base hospital will be acceptable and in this case removal expenses will be subject to the prior approval of the Associate Medical Director for such a residence. The position will be made clear to the successful candidate on application.

Management Structure Overview

The supporting operational and clinical management structures are focused on enhancing patient safety, quality improvement and local delivery at hospital level, with visibility of clinical leadership and support for individual professional accountability. Our Medical Managers will provide professional leadership to medical staff, ensuring that they are effectively developed, organised, integrated and managed to support the strategic aims of each Division and meet the needs of the patient



Lanarkshire - The Place

NHS Lanarkshire is the third largest health system in Scotland with around 15,400 staff and a baseline recurring budget of £1.7bn, serving a community of circa 652,000 people through:

- Three acute hospitals - University Hospital Hairmyres, University Hospital Monklands and University Hospital Wishaw
- Around 94 GP Practices
- Spans two local authority areas - North Lanarkshire Council and South Lanarkshire Council with two Integration Joint Boards, North Lanarkshire IJB and South Lanarkshire IJB. NHS Lanarkshire and North and South Lanarkshire Councils formed the North and South Lanarkshire University Health and Social Care Partnerships to develop a wide range of community facing health improvement, health and social care services with locality-based planning and delivery. The Partnerships include a range of community health and social care services, community hospitals (mainly for long term conditions and continuing care for older people), as well as a wide range of services for patients with mental health problems and learning disabilities. Services also include GP Practices providing many primary and community care services throughout Lanarkshire.

<https://hscnl.org.uk/>

<https://www.slhscp.org.uk/>

Corporate Objectives

The Board's Corporate Objectives for 2025/26 have been approved.

Please see link below:

<https://www.nhslanarkshire.scot.nhs.uk/download/corporate-objectives/>

Link to the Annual Delivery Plan

<https://www.nhslanarkshire.scot.nhs.uk/download/2024-may-29-board-papers/>

Our Values



Everyone Matters: 2020 workforce vision published in June 2013 sets out the vision for the workforce and the values that are shared across NHS Scotland.

The Health and Social Care: national workforce strategy published in March 2022 sets out the vision for the health and social care workforce. It supports the tripartite ambition of recovery, growth and transformation of the workforce and the actions to achieve the vision and ambition.

Link to the Health and Social Care: National Workforce Strategy

<https://www.gov.scot/publications/national-workforce-strategy-health-social-care/pages/2/>

The Board

Lanarkshire NHS Board (the Board) is a strategic body, accountable to the Scottish Government Health and Social Care Directorate and to Scottish Ministers for the functions and performance of NHS Lanarkshire. The Board consists of the Chair, Non-Executive Directors (who are publicly appointed by the Scottish Ministers), Stakeholder Non- Executive Directors including the Employee Director, Area Clinical Forum Chair, representatives of North and South Lanarkshire Councils and Executive Directors.

The NHS Board's role is to improve the health and wellbeing of the people of Lanarkshire through robust, accountable and corporate governance systems. The Board's role is to set strategic aims,

hold the executives to account for the delivery of those aims, determine the level of risk the Board is willing to accept, influence the organisation's culture and engage with stakeholders on the stewardship of public money and the priorities of the Board.

Composition of the Board:

Non-Executive Directors

- Chair
- 11 Non-Executive Lay Members (including 1 Whistleblowing Champion)
- Chair - Area Clinical Forum
- 2 Local Authority Elected Members - 1 from North Lanarkshire Council and 1 from South Lanarkshire Council

Executive Directors:

- Chief Executive
- Director of Public Health and Health Policy
- Executive Director for Monklands replacement & PFI Contracts
- Interim Director of Property and Sustainability
- Executive Medical Director
- Executive Director of Nursing, Midwifery & Allied Health Professions
- Interim Director of Finance

NHS Lanarkshire also has three Deputy Chief Executives with a portfolio of responsibilities in addition to their substantive roles. These are:

Deputy Chief Executive – Finance, Performance and Risk.

Deputy Chief Executive – Strategy, Transformation and Reform. Currently held by the Director of Planning, Property and Performance.

Deputy Chief Executive – Corporate, Governance and Culture. Currently held by the Director of Human Resources.

Our Health Together: Living our best lives in Lanarkshire



Our Health Together

Living our Best Lives in Lanarkshire

Our new healthcare strategy, 'Our Health Together - Living Our Best Lives in Lanarkshire' is a route map that starts us on a journey to deliver positive change. We will work with our staff, communities and partners to explore together how we can reform to deliver sustainable, affordable services that provide person centred high quality care. We have already started this process, and our communities and staff were involved in a far reaching engagement process during 2023 where we sought to understand what matters to people who use our services, or staff and the wider community.

A lot has changed since we published our previous strategy, 'Achieving Excellence,' in 2017. The pandemic and cost of living crisis` impact has been greatest on our most vulnerable groups. To deliver a better patient experience, we must transform our models of care, improve performance and ensure we make best use of resources to achieve best value. This includes taking action to promote good health. We have identified 4 priority areas of focus - Urgent and Emergency Care, Planned Care (including outpatients and surgery), Mental Health and Primary Care (which includes general practice).

The exciting development to replace the University Hospital Monklands provides opportunities to explore ideas for innovation and service redesign. Adopting new approaches for health care provision across our whole system will deliver a better experience for our patients and service users.

Link to NHS Lanarkshire strategy:

<https://www.nhslanarkshire.scot.nhs.uk/our-health-together/>

Monklands Replacement Project



The Monklands Replacement Project (MRP) is NHS Lanarkshire's exciting and positive vision for University Hospital Monklands and the local and wider community it serves, proposing a major investment in Lanarkshire's hospital estate by rebuilding the hospital on a new site. NHS Lanarkshire has now purchased the 161.5 acre site for the state-of-the-art facility at Wester Moffat, Airdrie.

The existing Monklands Hospital is now more than forty years old and will struggle to adapt to the rapidly changing needs of the future healthcare environment and its associated infrastructure. This project will deliver a new acute hospital in circa 2031 to meet these challenges.

The new, state-of-the-art University Hospital Monklands will support the required clinical model to meet the objectives set out in NHS Lanarkshire's healthcare strategy, Our Health Together which has the ambition to: shift care away from inpatient treatment to day case, day treatment, outpatient and community care; develop pan-Lanarkshire hospital centres of excellence; and support the healthcare needs of the wider West of Scotland

The key investment objectives for the MRP that were set out in the Initial Agreement and remain central to the project are to:

- Improve person-centred services
- Improve the safety of patient care
- Improve clinical effectiveness and enhancing patient experience and clinical outcomes
- Improve the quality of the physical environment
- Provide flexible and adaptable facilities across the healthcare system

The new hospital will have over 470 beds within a new acute hospital extending over approximately 100,000m². The clinical requirements are based on a requirement for 100% single rooms and include a range of departments necessary for a major acute hospital such as theatres, emergency department, endoscopy, infectious diseases, critical care, outpatients, renal, radiotherapy, and

imaging. At a cost in the 100's of millions of pounds, the new Monklands hospital will be the largest infrastructure project in Scotland when under construction. As part of this, NHS Lanarkshire are required to work with a number of external Parties to provide assurance, including the newly formed NHS Scotland Assure.

The Outline Business Case was approved by Scottish Government in July 2023 and we are now progressing to submit the Full Business Case in 2025.

Net Zero Carbon Pathfinder Project



The Energy Efficient Scotland Routemap requires public sector buildings to be zero carbon by 2050 and the Scottish Government has also called a Climate Emergency, committing to become a net zero carbon economy by 2045. The Net Zero Carbon Public Sector Buildings (NZCPSB) standard (“the Standard”) is a new voluntary standard which has been developed by Scottish Government to support the Public Sector in setting ambitious targets to achieve net zero outcomes for new buildings and major refurbishments.

The Standard supports a challenging, credible path to net zero carbon materials and energy supplies for all non-domestic buildings. By 2045, projects that adopt the Standard will achieve zero embodied carbon during construction and subsequently the whole life of projects, including operational energy. The Monklands Replacement Project has been selected as a pathfinder project for the new standard which has resulted in the requirement for an all-electric hospital. This demands innovative solutions and a substantial energy centre to accommodate all of the required technology.

Scotland's First Digital Hospital



The construction of a new Monklands Hospital has also created the opportunity and ambition for the new Monklands University Hospital to be Scotland's first digital hospital, directly benefitting its local community of patients, staff and visitors. Technology will be used to allow patients to access care advice and to navigate their way through the hospital easily and intuitively. The new hospital will ensure safer, better patient care and value for staff and for patients through the use of digital technology and real time information to support an efficient and effective patient journey. The hospital will have new digital systems to support patients and their clinical teams.

For further information, please visit to <https://www.monklands.org/>

Health Inequalities

The Board is committed to addressing health inequalities throughout Lanarkshire and, working with our Community Planning Partners, there will be a renewed focus on improving the exacerbated socioeconomic and health inequality challenges faced by Lanarkshire since the pandemic.

The Board has adopted a 'place based approach' to regenerate what will be the vacant Monklands Hospital site, and the work we are taking forward with Strathclyde University and Professor Sir Harry Burns will form part of our wider triple lens strategic approach to tackling health inequalities in Lanarkshire.

University Strategic Partnerships



NHS Lanarkshire has entered into strategic partnerships with

- Glasgow Caledonian University in 2017 (and renewed in 2023)
- The University of the West of Scotland in 2018.
- Strathclyde University in 2019.
- University of Glasgow in 2025.

This resulted in the Board gaining university status for all three hospitals and both health and social care partnerships.

Living in Lanarkshire



Within the UK, Lanarkshire is situated in the heart of Scotland's central belt, the area offers an ideal combination of tranquil parks and market towns, with something for everyone.

Centrally located between Glasgow (c. 20 minutes) and Edinburgh (c. 40 minutes) you can easily commute or, should you wish to relocate, you can choose either a substantial Lanarkshire town or a more relaxed rural location and still have the attractions of two major cities on your doorstep. The county offers accessible links to major cities with easy access to major motorway/rail routes and international airports allowing you to travel across Scotland, the UK and beyond.

There are many attractions within Lanarkshire, including:

- New Lanark World Heritage Site
- Antonine Wall World Heritage Site
- The Falls of Clyde
- Summerlee -The Museum of Scottish Industrial Life
- The National Museum of Rural Life
- Strathclyde Country Park
- Scottish Wildlife Reserves on the shores of the River Clyde
- Various Museums, Galleries, Castles, Heritage Centres
- Numerous country parks

Schools

The majority of Glasgow's independent schools are located just outside the city centre.

<https://www.mytopschools.co.uk/private-schools-glasgow/>

St Aloysius' College <https://www.stalloysius.org/>

Hutchesons' Grammar School <https://www.hutchesons.org/>

Hamilton College <https://www.hamiltoncollege.co.uk/>

To find more information about living and working in Scotland please visit:

www.visitlanarkshire.com

www.visitscotland.com/destinations-maps/glasgow-clyde-valley/

www.southlanarkshire.gov.uk

www.northlanarkshire.gov.uk

<https://www.scotland.org/>

<https://www.talentscotland.com/>

<https://moverdb.com/moving-to-glasgow/>

Useful Websites

NHS Lanarkshire: <https://www.nhslanarkshire.scot.nhs.uk/>

Scotland's Health on the Web (SHOW): www.show.scot.nhs.uk

North Lanarkshire Council Website: www.northlanarkshire.gov.uk

South Lanarkshire Council Website: www.southlanarkshire.gov.uk

Link to the Corporate Objectives: <https://www.nhslanarkshire.scot.nhs.uk/download/corporate-objectives/>

Link to Monklands Replacement Project: <https://www.monklands.org/>

Link to our Healthcare Strategy: <https://www.nhslanarkshire.scot.nh.uk/our-health-together/>