

Recruitment pack

Director of Medical Education and Associate Medical Director for Professional Standards





NHS Fife University Health Board

Advancing patient care through learning,
research, and innovation

© NHS Fife 2025

This document is licensed under the Creative Commons Attribution-Noncommercial-NoDerivatives 4.0 International Licence. This allows for the copy and redistribution of this document as long as NHS Fife is fully acknowledged and given credit. The material must not be remixed, transformed or built upon in any way. To view a copy of this licence, visit <https://creativecommons.org/licenses/by-nc-nd/4.0/>

www.nhsfife.org

Contents

- Introduction 4
- Person Specification.....4
- Job description 6
- Indicative job plan..... 11
- Our vision, values and principles 12
- Our priorities..... 13
- Appointment arrangements 14
- Summary of NHS Fife terms and conditions 16
- Appendix 1: Discover NHS Fife 18

Introduction

Job Title

- **Salary range:** 5 sessions at current clinical rate + management supplement
- **Contract type:** Permanent
- **Location:** Medical Education Department, various sites across NHS Fife
- **Closing date:** 10th March 2026
- **Interview date:** 27th March 2026
- **Contact for informal enquiries:** Professor Chris McKenna, Medical Director
NHS Fife

The Director of Medical Education (DME) provides visionary leadership for undergraduate and postgraduate medical education across NHS Fife. This pivotal role ensures the highest standards of training and compliance as a Local Education Provider (LEP), while fostering strong partnerships with NHS Education Scotland (NES), universities, and clinical leadership teams. As a champion for teaching and innovation, the DME drives the delivery of exceptional, multi-professional learning experiences and manages the Additional Cost of Teaching (ACT) budget effectively. By shaping the future of medical education, this role empowers the next generation of doctors and healthcare professionals—ultimately enhancing patient care and improving health outcomes for our communities.

The Associate Medical Director (AMD) for Professional Standards is a leadership post focused on governance, quality, professional regulation, and supporting a safe, effective medical workforce. The AMD will support the Medical Director, and also work alongside other AMDs, to contribute to the strategic leadership of medical staff, focusing on maintaining high professional standards.

Person specification

Director of Medical Education		
Requirements	Essential	Desirable
Attainments	<p>Consultant / SAS Doctor / GP</p> <p>Hold professional registration with regulatory body</p> <p>Previously held a recognised role with responsibility for medical education and training</p> <p>Formal qualification in medical education</p>	<p>PGCert, PGDip, MMED in Medical Education</p>
Knowledge and Skills	<p>Knowledge of management and governance structures in medical education</p> <p>Knowledge of key quality assurance and control systems in relation to medical education and management of data recording</p> <p>Awareness of recent changes in the delivery of medical education and training – nationally and locally</p> <p>Interest and enthusiasm for improving delivery of medical education and training and of continuing professional development</p> <p>Knowledge of assessment methods</p> <p>Extensive knowledge and understanding of GMC Good Medical Practice</p>	<p>Evidence of relevant research and/or publications</p> <p>Experience of managing budgets/ NHS resources in relation to medical education</p> <p>Experience working within a DME Team</p>
Special Aptitudes	<p>Evidence of the ability to work in a team and to organise and manage the work of a department</p> <p>Experience of working across specialty boundaries</p> <p>Effective leadership and communication skills</p>	<p>Understand strategies for supporting trainees, students and trainers; this involves delivery of teaching and evaluation of outcomes</p> <p>Understand use of IT in education</p> <p>Experience of delivering</p>

	<p>Ability to motivate and develop colleagues</p> <p>Proven track record of delivering sustainable results</p> <p>Ability to manage change and to challenge the status quo</p> <p>Evidence a thorough and current understanding of equality, diversity, and inclusion principles, using this to lead and embed a culture of fairness, inclusivity, and equal opportunities</p>	<p>quality training programmes</p> <p>Evidence of working with other professions</p> <p>Evidence of audit / quality improvement / research in education</p>
--	--	---

Job description

Dimensions – NHS Fife

NHS Fife serves a population of 373,550 with the main areas of population as follows:

- North and East Fife is predominately a rural community encompassing large farmlands, fishing villages and with the University town of St Andrew, with a population of around 75,000
- Central Fife incorporates Kirkcaldy and Glenrothes together with largely urban manufacturing industries based on a mixture of former heavy industries and textiles with a population of around 150,000
- West Fife incorporates Dunfermline and has a wide mixture of population from old industries (mining) and new high technology services together with a large Edinburgh commuter base, with a population of around 130,000

NHS Fife has an annual revenue budget of £880 million and core capital budget of £8.7m and employs just over 8,700 staff, making it one of the largest employers in the region and extensive reach in relation to its role as an Anchor Institution.

The scale and complexity of the health challenges in Fife continue to grow year on year. By 2039, the population of Fife is expected to increase by 4.5% to 387,214. The 16 to 19 age group is expected to reduce and those aged 75+ to see the greatest increase.

Dimensions – Medical Education

- 5 Associate DMEs
- Approx 70 Local Module Leads contributing to the teaching of medical students from the Universities of Dundee, Edinburgh and St Andrews
- 19 ScotGEM Generalist Clinical Educators
- 7 ScotGEM Secondary Care Faculty
- 45 Portfolio Supervisors
- 3 Foundation Programme Directors; several Training Programme Directors
- Approximately 250 Trainers
- 3 Chief Residents
- 14 NMAHP Clinical Educators
- 280 NES Deanery approved resident doctors
- Approx 1000 undergraduate medical students on placement across Fife in an academic year

Teaching Health Board

Medical education is deeply embedded in the culture of the organisation, integrated into clinical practice, leadership, governance and research and innovation.

As a newly established Teaching Health Board, and in proud partnership with the University of St Andrews, NHS Fife is uniquely positioned to shape the future of healthcare through excellence in education. St Andrews Medicine MBChB (ScotCOM) is focused on community-based clinical teaching, providing students with a comprehensive understanding of primary care services, whilst ensuring exposure and understanding of hospital-based care.

Additionally, the programme aims to produce graduates for high-demand specialties, address regional healthcare needs, and promote principles of medicine and healthcare improvement.

The development of the ScotCOM programme has allowed NHS Fife to be recognised with teaching health board status, which we hope will support our efforts to recruit the next generation of doctors, at a time when we know the medical recruitment is more competitive than ever before.

NHS Fife has a vibrant and supportive medical education culture. Consultants are actively encouraged to contribute to the supervision, teaching and development of resident doctors and medical students. There are ample opportunities to develop in the area of education, with strong links to several Scottish medical schools. These connections support ongoing professional development and offer opportunities to progress into educational leadership roles. As a Teaching Health Board, we consider education as a core component of every consultant role and contribution in this area is highly valued and supported.

The Medical Education Department oversees teaching and training of medical students from our partner Universities. NHS Fife also hosts around 280 resident doctors with National Training Numbers, alongside many clinical fellows. NHS Fife host students from St Andrews, Edinburgh, Dundee, and Aberdeen universities, along with students from the postgraduate programme, ScotGEM, and is proud to be the main partner for the new 5 year St Andrews MBChB programme.

Medical Education has three education centres based in Victoria, Queen Margaret and Cameron hospitals. These centres host state of the art equipment and are managed by experienced centre managers who coordinate delivery of many teaching and training events and courses.



Department and directorate information

The Medical Education department has overall responsibility for ensuring that NHS Fife provides satisfactory performance in all aspects of undergraduate teaching and postgraduate training.

The DME will oversee the ADMs and other doctors in the team to ensure that appropriate systems and processes are in place to ensure NHS Fife meets the requirements and obligations set out by the General Medical Council (GMC) and NHS Education Scotland (NES).

The post holder will have key role in ensuring that NHS Fife can demonstrate medical education programmes deliver first rate teaching and training across all specialties.

Main duties and responsibilities

The main duties and responsibilities for the post/s include the following:

- The post holder will help NHS Fife to deliver high quality medical education (undergraduate and postgraduate) in compliance with GMC Promoting Excellence: Standards for medical education and training.
- To review and act on internal and external sources of information as well as reporting on the quality of medical education through the Medical Director to the Health Board.
- The post holder will provide medical education expertise and leadership for NHS Fife.
- The post holder will be responsible for ensuring that medical education and training is delivered across NHS Fife to agreed quality standards.
- The post holder will work with Medical Directors/ NES Postgraduate Deans/ Undergraduate Teaching Deans to ensure that there is consistent working between the different stakeholders in medical education.
- The post holder will inform the resource allocation required to support postgraduate medical education through the annual job planning process in conjunction with Clinical leaders.
- The post holder will manage and appraise the Associate Directors of Medical Education, and give strategic direction to the Medical Education department alongside the Medical Education Manager.
- The post holder will ensure that NHS Fife meets the agreed terms of any Service Level Agreements (SLAs) held with NES and university partners.
- The post holder will work with Local Module Leads and postgraduate trainers to maximize medical training and education opportunities within NHS Fife.
- The post holder is responsible for the delivery of resident doctors induction, ensuring that trainees/students are fully supported during placements in NHS Fife
- The post holder will represent Medical Education at NHS Fife senior management meetings including updating the NHS Fife Board.

- The post holder will be responsible for ensuring that local staff participate in appropriate mandatory educational development in order to meet GMC standards as part of the annual appraisal process.
- The post holder will chair the NHS Fife Medical Education Committee.
- Represent NHS Fife on local, regional or national groups, specifically ensuring that NHS Fife is represented at the Scottish DME Group.
- The postholder is responsible to Medical Director for the ACT resource within Fife, and has oversight of its use.
- The post holder provides assurance to the Medical Director that the use of ACT has been appropriate, prudent and effective.
- Support the Medical Director in areas that relate to GMC Good Medical Practice, Medical Appraisal and Revalidation
- Support the oversight of the Medical and Dental Professional standards oversight group

Clinical Duties

It is essential that the post holder is registered with the GMC with a licence to practice and is clinically active.

This post is for DME sessions only. External candidates should discuss the possibility of taking on clinical sessions within NHS Fife, with the Medical Director.

Cover for Consultant Colleagues

Annual/Study Leave - You will be expected to work as a senior medical education team to ensure continuity of medical education during planned leave, and to provide cover for consultant colleagues during unexpected absence.

Teaching

You will be expected to take part in formal teaching programmes within the organisation where an active teaching programme exists for junior medical staff. Medical students are regularly attached to services.

Continuing Medical Education

The Board supports and will require you to participate in continuing medical education. You are entitled to 30 days paid study leave within any 3-year period, with expenses where approved for the purposes of continued medical education.

NHS Fife as a Research Organisation and Academic Partnership

NHS Fife is committed to advancing healthcare through innovation, education, and research. As an integral part of Scotland's health system, NHS Fife actively supports clinical research across a wide range of specialties, fostering an environment where evidence-based practice and continuous improvement thrive. Our research activity underpins high-quality patient care and contributes to the development of new treatments, technologies, and models of care.

We maintain a strong academic partnership with the University of St Andrews, collaborating on medical education, research projects, and workforce development. This relationship provides opportunities for joint initiatives in clinical research, postgraduate education, and scholarly activity, ensuring that NHS Fife remains at the forefront of medical advancement. The Director of Medical Education will play a key role in strengthening these links, promoting research engagement among trainees and consultants, and supporting the integration of academic excellence into clinical practice.

Clinical Governance

NHS Fife is committed to maintaining a high quality of services to patients, with particular regard to patient safety, by continual development of practice in the light of research evidence and by audit based against relevant standards.

Managerial/Administrative Responsibilities

You are required to attend and occasionally chair relevant meetings within the organisation and with external stakeholders.

Indicative job plan

Contract:	Part-Time
Programmed Activities:	5 sessions
Managerially Responsible to:	NHS Fife Medical Director

Extra programmed activities may be negotiated between yourself and NHS Fife.

The job plan will be negotiated between yourself and the Medical Director.

Our vision, values and principles

Our vision

Living well, working well and flourishing in Fife

Our values

Care and compassion

Dignity and respect

Openness, honesty and responsibility

Quality and teamwork

Our principles

Listening and involving

Supporting communities

Empowering people

Prevention and early intervention

Creating wellbeing

Being kind

Our priorities

Population health and wellbeing strategy

The Population health and wellbeing strategy places a commitment to the delivery of high-quality health and care services across Fife and sets out how we will seek to address this whilst recognising that change will be required to deliver this.

This strategy does not set out a series of detailed actions. It is a declaration of our vision and intent to prioritise health inequalities and support improvement in the health and wellbeing of all Fife citizens.

Through annual delivery plans, the implementation of the strategy will be taken forward in the context of a range of drivers for change.

www.nhsfife.org/strategy

Let's talk health services

NHS Fife is facing unprecedented financial pressures. We must find £51.4 million in savings to work within the budget allocated by the Scottish Government and meet our statutory obligations.

Whilst we are required to make significant savings, we are committed to doing so without compromising patient safety or the standard of care we provide. This means finding efficiencies and improvements where we can – but also making difficult decisions about how, where, and when we deliver services.

Our approach

To address this challenge, we've developed the Re-form, Transform, and Perform (RTP) framework. RTP is about more than just saving money; it's about creating a sustainable NHS Fife that can adapt to changing needs while maintaining high-quality patient care.

www.nhsfife.org/lets-talk

Appointment arrangements

Applications

Applications are made electronically from <https://apply.jobs.scot.nhs.uk>, through the JobTrain Application Tracking System.

Employment references

References should include current and previous employers covering the last 3 years of your employment history. References will be taken up for the successful candidate only, which is in line with the Recruitment and Selection Policy.

Evidence of qualifications

Candidates will be required to provide evidence of their qualifications.

Medical assessment

Any offer of employment is subject to satisfactory Occupational Health Clearance. The Occupational Health Service will make an assessment on your fitness to carry out the post based on the information contained within the questionnaire. In certain circumstances further information is required before clearance can be given and Occupational Health may contact you by telephone or request that you attend for an appointment. Clearance must be obtained before a new employee commences employment with NHS Fife.

Applicants with Disability

A disability or health problem does not preclude full consideration for the job and an application from a person with a disability(ies) is welcome. All information will be treated as confidential. NHS Fife has been approved, by the Employment Services Department, as an Equal Opportunities employer with a positive policy towards employment of disabled people. NHS Fife guarantees to interview all applicants with disabilities who meet the minimum criteria for the post.

Criminal conviction check

All applicants who apply for posts which are exempt from the Rehabilitation of Offenders Act 1974 and who will have access to patients in the course of their employment will be required to consent to a Disclosure Scotland Criminal Records Check or join the Protection of Vulnerable Groups Scheme. Any offer of employment is conditional upon a satisfactory check or confirmation of scheme membership being received and a commencement date for employment will only be agreed following this confirmation.

Failure to disclose convictions information as required will result in the offer of employment being withdrawn. If you are appointed, and it is found that you did not reveal a previous conviction you will be subject to disciplinary action and your employment may be terminated. Information in relation to Scotland's disclosure and rehabilitation of offenders' regime can be found on the Disclosure Scotland website www.disclosurescotland.co.uk.

Prevention of illegal working

Candidates must be eligible to work or for sponsorship to work in the UK – The successful candidate will be required to provide original evidence of his/her eligibility to work in the UK. Guidance on suitable documentation / sponsorship requirements will be provided.

Provision of false information

Candidates should also note that the provision of false information or the omission of material information in their application or at interview may lead to the offer of employment being withdrawn or summary dismissal.

Contact information

Informal enquiries and visits are welcome and should initially be made to:-

Professor Chris McKenna, NHS Fife Medical Director

Email: Christopher.McKenna@nhs.scot

Summary of NHS Fife terms and conditions

Agreement on Pay and Conditions of Service is as per the distinct Medical and Dental Terms and Conditions, which vary according to grade.

Salary

5 sessions at current clinical rate + management supplement

Entry point to the salary scale will take account of previous experience.

Your salary will be paid into your bank account on the last Thursday of each month.

Contract

Permanent

Pension Arrangements

The appointment is superannuable under the NHS (Scotland) Superannuation Scheme unless you opt out in favour of some other scheme or are ineligible to join. Your remuneration will be subject to deduction of superannuation contributions in accordance with the scheme. Costs and contributions are available on the SPPA website: www.sppa.gov.uk

NHS Fife encourages staff to join the scheme.

Hours of work

Hours of work are flexible dependant on the hours necessary to meet the demands of the post. For pay purposes the full time hours for the post will be deemed to be 40.

Holiday entitlement

Annual holiday entitlement is 33 days per annum. There are also eight fixed public holidays in a year.

Relocation

Relocation expenses may be payable to the successful candidate, in accordance with the Policy. This is available on request from the Workforce Directorate. Shortlisted candidates who require relocating to take up post should discuss this with the Director of Workforce before attending the assessment and interview process.

Period of notice

Appointment is subject to termination by either side giving 3 months written notice.

No smoking policy

NHS Fife operates a No Smoking Policy and it is the case that employees are not permitted to smoke on the premises or grounds. It is a condition of employment that you comply with these requirements.

Appendix 1: Discover NHS Fife

Inspiring healthcare, inspiring life

The National Health Service (Scotland) Act 1947 came into effect on 5 July, 1948 and created the National Health Service in Scotland.

Since then the NHS in Scotland has gone from strength to strength, taking advantage of new technologies and innovations and continually changing and evolving to meet the needs of the communities it services.

NHS Fife is one of 14 Regional NHS Boards in Scotland. The organisation provides healthcare to over 367,000 people and employs just over 8,700 staff, making it one of the largest employers in the region.

As a large rural area with varied geography and several centres of population, there are particular challenges to meeting the health needs of the people of Fife.

To address these challenges NHS Fife works closely with a variety of partners at a local, regional and national level, including Fife Council, Fife Health & Social Care Partnership, other Health Boards in Scotland, the voluntary and independent sector and, most importantly, the public.



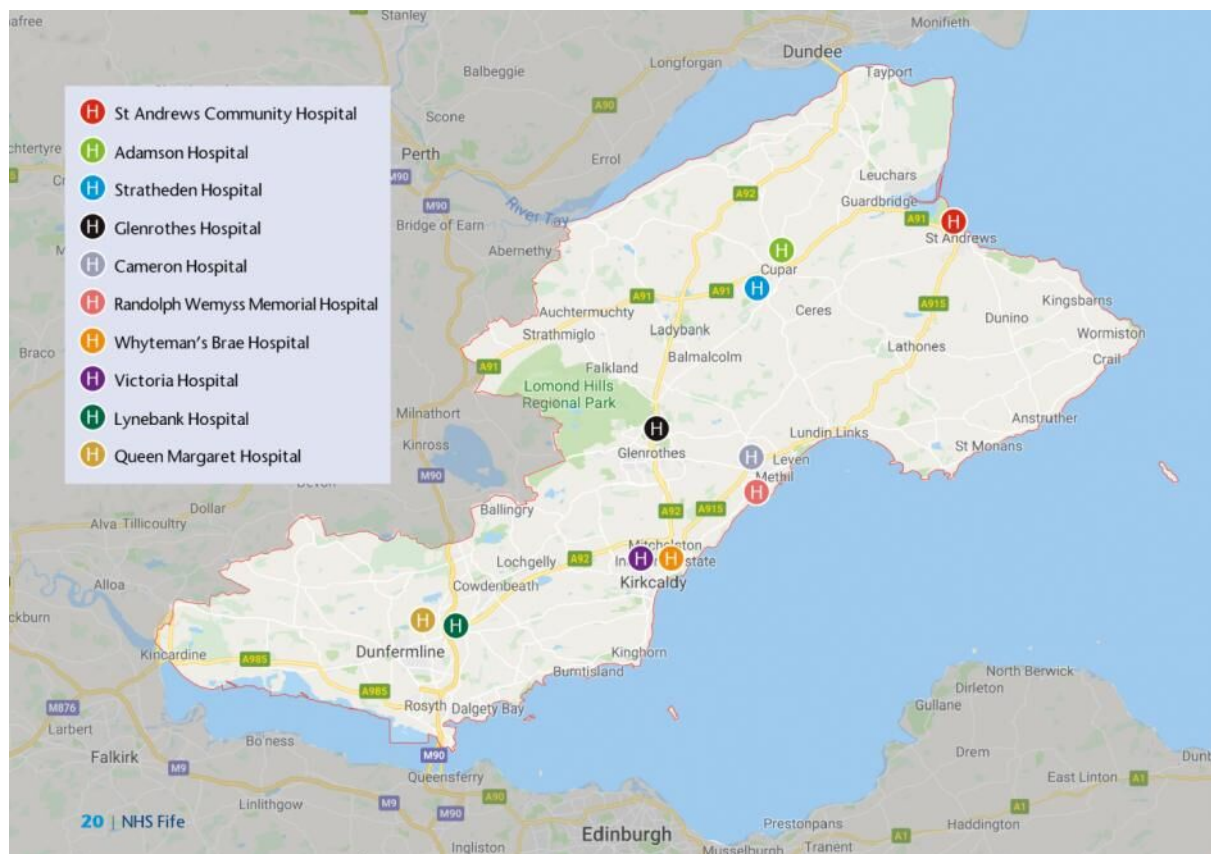
Brief overview of NHS Fife

NHS Fife provides healthcare to over 367,000 residents of Fife and employs around 8,700 staff. As a large rural area with varied geography and several centres of population, there are particular challenges to meet the health needs of the people of Fife.

Fife is home to two large hospitals - the Victoria Hospital, a district general in the centre of the Kingdom; and Queen Margaret Hospital in West Fife.

The majority of NHS Fife's acute services are provided from the Victoria Hospital in the town of Kirkcaldy. The Queen Margaret Hospital in Dunfermline is home to a considerable number of community and therapy services, alongside a minor injuries unit and a state-of-the-art diagnostic and treatment centre.

Fife is home to a further eight community hospitals spread across the Kingdom; Lynebank Hospital in Dunfermline; Glenrothes Hospital; Whyteman's Brae Hospital in Kirkcaldy, Cameron Hospital in Windygates, Randolph Wemyss Memorial Hospital in Buckhaven, Stratheden Hospital in Springfield, Adamson Hospital in Cupar and; St Andrews Community Hospital.



In addition, there is also a wide range of Primary Care services available in Fife. There are 55 GP practices, 59 Dentists, 46 Opticians and 85 community pharmacies throughout Fife.

Improving services provided by NHS Fife

NHS Fife, along with help from its partners, the public, other NHS Boards, Fife Council and voluntary agencies, is working to improve its services. The board is working on a number of strategic projects that will shape the future of health care in Fife through the transformation of service provision and facilities. This includes work currently underway in developing;

- Primary Care Hubs
- Mental Health
- Fife Elective Orthopaedic Centre

Demographic and social profile of Fife

The Kingdom of Fife is a peninsula in eastern Scotland with a coastline of 170 kilometers (105 miles) bounded by the Firth of Forth to the South and the Firth of Tay to the North. It is the third largest local authority area in Scotland with a population of over 370,330. This represents 7% of the total population of Scotland. 96% of Fife residents live in 134 settlements, the largest of these being Kirkcaldy, Dunfermline and Glenrothes. 59% of residents feel they have access to quality green space, from award winning beaches to historic town parks.

Fife shares inland boundaries with Perth & Kinross and Clackmannanshire, and is divided into seven administrative or business areas:

- Cowdenbeath
- Dunfermline
- Glenrothes
- Kirkcaldy
- Levenmouth
- North East Fife
- South West Fife

By 2039, the population of Fife is expected to increase by 4.5% to 387,214. The 16 to 19 age group is expected to reduce and those aged 75+ to see the greatest increase. This may be attributed to a declining birth rate and increased life expectancy in Fife, which is currently greater than the Scottish average for both males and females.

The baseline for the minority ethnic population in Fife is still the 2011 Census. This estimated that approximately 1.6% of Fife's population were from an ethnic minority group, with the highest percentage categorised as Asian Pakistani.

The extent of deprivation in Fife is fairly evenly spread across the different data zone bands from most to least deprived. The 2009 Scottish Index of Multiple Deprivation (SIMD) indicates that Fife has an increasing share of Scotland's most deprived areas. Fife has the sixth highest local authority share of the 15% most deprived data zones in Scotland. 51 (5.2%) of the 976 data zones in the top 15% across Scotland are located in Fife, 8 of which fall into the top 5%. The 2009 data also confirms enduring deprivation in specific areas of Fife.

The proportion of young people not in education, employment or training in Fife is higher than for Scotland overall. The proportion of the working age population with no qualifications is 10.4 per 100,000 of the population, which is also below the Scottish average. Physical health data is positive and among the best in Scotland. This shows evidence of good general health and nurture, and the emergency hospital rate is lower than the Scottish average.

In recent years Fife's economy has moved away from traditional manufacturing industries towards the service sector.

Realise your full potential with NHS Fife

With its stunning beauty, rich history and abundance of sporting and leisure activities, Fife is a fantastic place to live and work, with an identity and a character all of its own. The cost of living here is lower than the national Scottish average and house prices offer superb value for money, providing you with a high standard of living and quality of life.

The major economic and cultural hubs of Edinburgh, Stirling, Perth and Dundee are all within easy commuting distance. In Fife you really can have it all.

Work life balance

As one of the largest employers in the region, NHS Fife is a forward-thinking and innovative organisation which offers an exciting and diverse range of work, training and study opportunities for people from all backgrounds.

NHS Fife works to provide a supportive environment for staff where strong teams work and develop together and where individuals can flourish to realise their full potential. Our 'Well at Work' programme has helped to bring about a truly positive culture within NHS Fife, helping to reduce stress, increase motivation and improve productivity among staff.

It's a beautiful life

The Kingdom of Fife occupies the peninsula formed by the Firth of Forth to the south and the Firth of Tay to the north. The region's landscape is as beautiful as it is diverse, with rolling hills, lochs and spectacular coastline.

This is a place steeped in history. Dunfermline was the first capital of Scotland, home to royal inhabitants, as well as birthplace of Andrew Carnegie, steel magnate and philanthropist whose legacy lives on across the world to this day. The more recent past saw the establishment of the pits and coal mines, heavy industry whose rich heritage is still evident today in the close-knit communities of Cowdenbeath, Lochgelly and Kelty.

The town of St Andrews, named after Scotland's patron saint, sits on its own on a wide bay on our north east shores, boasting not only Scotland's first university, but also its oldest golf club, the Royal and Ancient Golf Club, which helped to establish the sport as one of Scotland's greatest exports.

Nowadays it's Kirkcaldy and new town Glenrothes that offer the modern bases favoured by major manufacturing and services industries. Both towns are well connected to Scotland's capital, Edinburgh and the North via the M90 motorway and are easily accessible in less than half an hour by car.

Well connected

Getting to and around Fife is simple, with excellent public transport links from around the UK. This fabulous region is not far from Scotland's cities and is also very easy to get around.

With Edinburgh just to the south, Dundee and Perth to the north, and Glasgow to the south west, Fife is in a great position in Scotland and getting here is simple thanks to excellent air, road, rail and public transport links from around the UK.



By road

If you are driving from Edinburgh and the south, Edinburgh is directly connected by the Queensferry Crossing. Then head to Dunfermline where the A92 takes you further into Fife.

From Glasgow and the west, it is easiest to take the M8 to Edinburgh and then head to Fife from there. The best route from Aberdeen and Dundee is to head for the Tay Road Bridge where the A92 continues into Fife.

If you are heading to Fife from Inverness, Perth and the north, follow the A9 from Inverness to Perth. Continue down the M90 from either the A912 at the Bridge of Earn, or continue to Dunfermline on the A92.

The A92 connects the whole region and is perfect for car touring with many well sign-posted scenic routes linking the smaller towns and villages.

By train

If you wish to get the train here, there are a number of train stations which have direct rail connections to other towns and cities in Scotland, including Edinburgh, Glasgow, Dundee, Aberdeen and Inverness. There are also links to major English towns and cities on the east and west coast. Fife Circle trains make stops at numerous towns and villages in south west Fife, while there are also regular trains which run between Edinburgh and Dundee.

By air

National and international flights fly into Edinburgh International Airport and Dundee Airport, which are both just a 20-minute drive from the Kingdom of Fife. In addition, there is Glasgow International Airport, which is just over an hour away.

By bus

Buses from all over the UK stop at Inverkeithing Ferrytoll, where you can continue your journey throughout Fife by bus. An express coach network links Anstruther, Dunfermline, Kirkcaldy, Leven, Glenrothes, Cupar and St Andrews and is complemented by local bus networks in each town.

Sustainability

NHS Fife seeks to encourage staff to be mindful of the impact that their journey to work has on the environment. We encourage staff car sharing, provide electric vehicle charging points at our larger hospitals and offer low emissions pool cars for use of staff. There is also a regular shuttle bus between the QMH and Victoria hospitals for staff use.



Firsts for NHS Fife

At NHS Fife we are always developing and improving services to meet the needs of our local population through innovative and pioneering work across the organisation.

Here are just some examples of recent work that is making a real difference to our patients and services on a local and national scale:

NHS Fife opened its new National Treatment Centre (NTC) at NHS Fife's Victoria Hospital site in Kirkcaldy in March 2023.

The £33m facility hosts three operating theatres, a supporting inpatient ward and associated outpatient facilities, and becomes the first of a national network of new purpose-built National Treatment Centres, operated by a Health Board, to be completed and fully operational.

The new NTC - Fife Orthopaedics building is the largest capital project that NHS Fife has undertaken since the opening of phase 3 of the Victoria Hospital in 2012. Work commenced on the construction in March 2021 and the project has been delivered on budget.

NHS Fife became the first Board in Scotland to pilot Urolift, a minimally invasive procedure for enlarged prostate. Patients now recover faster and the risk of permanent side effects is eradicated.

In another 'first', we were the first Scottish Health Board to pilot successful day surgery hip replacement. This groundbreaking procedure has reduced the length of stay for some patients to less than 12 hours, where previously the average length of stay was three days.

Our frailty assessment service at Victoria Hospital was the first of its kind in Scotland, bringing together different disciplines to identify frailty in patients. The service ensures frailty in patients is identified at the earliest opportunity and patients are given the right treatment in the best place.

A programme developed by NHS Fife, Fife Health and Social Care Partnership and Macmillan Cancer Support Scotland to support patients with advanced lung cancer is providing comprehensive and individualised care while allowing patients to spend significantly less time in hospital and more time at home.

Our laboratories have achieved the international quality accreditation standard known as ISO 15189 – one of the first labs in the whole of the UK to be awarded this gold standard.

NHS Fife is the first Health Board in Scotland to deploy a full scale electronic track and trigger system, having gone live with Patientrack at Victoria Hospital. Patientrack enables nurses to capture vital signs digitally at the patient's bedside. The technology can then accurately calculate an early warning score for the patient and automatically call medical staff to intervene when signs of deterioration are present.

Life-enhancing innovations

Clinical research is a vital, everyday part of the NHS. It confirms what works best, improves current care and helps to discover new treatments and medications.

Over 100 of Fife's clinical staff are currently involved in some 250 commercial and non-commercial research studies, with strong links to prestigious neighbouring universities and colleges. These include work with the University of St Andrews (actively participating in its Digital Health Science Initiative), collaboration with the University of Dundee's Health Informatics Centre, and as an internationally accepted site for European research.

NHS Fife's Research & Development Department provides ongoing support to Fife's NHS Research Scotland Research Fellows, PhD scholarships and other postgraduate activities, along with assisting successful recipients of CSO, MRS, Wellcome and other grants from large grant-awarding bodies.

Our established R&D Department, with its dedicated Research Nurses and Clinical Research Assistants, provides support to researchers on study design, governance, day-to-day study management, approvals, study set-up, conducting patient assessments, data collection, dealing with study paperwork and advising on Intellectual Property. In addition, training courses are run on a wide range of research topics.

Along with a purpose-built Clinical Research Facility at Victoria Hospital, where a range of healthcare and life science related research activities are undertaken, R&D has fully equipped laboratory areas for sample processing, and archiving facilities for long-term storage of study documentation.



We provide accessible communication on request in a variety of formats including for people who are speakers of community languages, who need Easy Read versions, who speak BSL, read Braille or use Audio formats.

Our SMS text service number **07805800005** is available for people who have a hearing or speech impairment.

To find out more about accessible formats contact:

fife.EqualityandHumanRights@nhs.scot or phone **01592 729130**

NHS Fife

Queen Margaret Hospital,
Whitefield Road, Dunfermline,
KY12 0SU

www.nhsfife.org