

243990 Locum Consultant Paediatrician Hospital at Home

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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 Associate Medical Director

Thank you for your interest in our Locum Consultant Paediatrician post.

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 this would help provide better outcomes for people who use our services. 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

Adam Daly

Associate Medical Director

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 Consultant Paediatrician.

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.dentalSAS@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:

- Mrs Pauline Izat, General Manager, Specialist Children's Services on 01355 597437
- Dr Adrienne Sullivan, Clinical Director on 01698 366318

The Post



This General Paediatric locum post is available for a period of 12 months available immediately. This post is an exciting opportunity working within Specialist Children's Health Service Unit to support service transformation through delivery of a range of high impact changes with a specific focus on improving patient flow and patient journey and focusing on Hospital at Home (Paediatrics) across NHS Lanarkshire. The successful post holder will join the existing Hospital at Home and General Paediatric team, and will be involved in implementation of the service alongside continuing to develop/review existing service provision and to manage these patients.

It is an opportunity to support the local service, manage the acute paediatric service and support families in their own environment whilst providing hospital level care. We see this as an opportunity to consolidate existing services and to continue to develop as a centre of excellence in secondary paediatric care. We are looking for enthusiastic individuals to join our team who would relish the opportunities and challenges of delivering high quality care across Lanarkshire in both acute and community settings.

The successful candidate will work in Acute Paediatric services working with the current acute consultants, to identify, prepare and support the patients for hospital at home on a

daily basis Monday to Friday 9-5 and to work both on inpatient and triage wards. They will have hot weeks both in inpatient ward and triage ward. They will work once per month weekend midday-8pm Saturday and Sunday providing cover for hospital at home and triage service. A session will be allocated for own appraisal (1 SPA) and appropriate admin time/service development. Hospital at home patients may need consultant review and this will be done by the successful applicant. They will have their own general paediatric clinic weekly.

The inpatient service is based at Wishaw General Hospital, a 40-bedded unit with approximately 8000 admissions per year. An on call commitment to weekly Consultant in-patient attending rota. Out of hours on call will be required within acute services. There is a separate Child Protection team from the acute consultants.

This is a full time post with 10 PAs available but part time would be considered. The successful applicant will join the existing team of 20 consultants, 17 General Paediatricians, 4 Community Paediatricians and 2 Community/General Paediatricians.

Proposals for additional SPA time from applicants are encouraged. In addition to the 1 PA for Non-DCC/SPA activities, the Board is supportive of applications for additional SPA time from individuals with well-developed ideas for improving services who are able to demonstrate a commitment to quality improvement, patient safety (including human factors training), Medical Education, Research & Development, acting as an Appraiser, etc. Applicants who are able to demonstrate a commitment to any of the above or other areas and wishing to commence on more than 1 PA for SPA duties should discuss proposals with the identified Recruitment Lead and/or Service Manager who will consider the request in line with the successful candidate's professional and service requirements.

General Paediatrics

Over the last 10 years there have been significant changes to the service resulting in a comprehensive, high quality service providing in-patient and out-patient services to children up to their 16th birthday. In patient services are based at University Hospital Wishaw (UHW) with outpatient services across all 3 hospital sites and a number of health centres across Lanarkshire. Increasingly children with complex conditions are able to be managed locally within shared care arrangements through MCNs.

In addition to General Paediatric services there are now specialist services and multidisciplinary clinics with shared care arrangements for Gastroenterology, Nephrology, Endocrinology, Rheumatology, Genetics, Urology, Cardiology, and Cystic Fibrosis. Consultant Surgeons from Royal Hospital for Sick Children, Glasgow also run regular surgical outpatient clinics and day case lists in Wishaw General and work closely with local anaesthetic and paediatric staff. Successful applicants would be encouraged to contribute to the further development of Paediatric services in Lanarkshire in line with local service requirement and the National agenda.

UHW has a 40- bedded unit providing acute assessment, short stay, surgical day case lists and inpatient facilities. We see approximately 8000 admissions and assess 4000+ new referrals to General Paediatrics as outpatients each year.

Our team of paediatricians is supported by multidisciplinary teams locally and professionally by Regional and National Managed Clinical Networks. The integrated community children's nursing service works closely with paediatric medical staff and AHPs to support children with complex needs and includes specialist nursing support for children with Cystic Fibrosis, Complex Respiratory conditions, Diabetes, Asthma, Rheumatology, Renal, Allergy and Gastroenterology conditions.

Within UHW we have close links with A&E and have good support from laboratories and radiology services. Specialist advice is available during the week from 2 radiologists with a paediatric interest with a regular joint paediatric radiology meeting. Out of hours CT scanning is readily available.

Edinburgh and Glasgow hospitals for sick children provide an advice and retrieval service for children requiring PICU. We have regular PICU feedback meetings involving the Glasgow Royal Hospital for Children and Wishaw teams to discuss cases.

There are close links with CAMHS and also dedicated paediatric psychologist to provide support for children/families with chronic conditions. We have integrated care pathways in place for CAMHS admissions, eating disorders. We have close links with the neurodevelopmental service and have some specialist paediatricians working in the team.

To meet the RCPCH Facing the Future standards, resident shift as per rota will be required for this job with occasional weekend on call.

Out of hours resident on call is worked on a shift pattern provided by a two tier 1 junior doctors (FY2 or STGP) and one or two tier 2 doctors (ST3-8 or Specialty Doctor) in the evenings with one doctor working at tier 1 and one at tier 2 overnight and at weekends supported by a non resident consultant.

Teaching and Training

The acute paediatric and neonatal units are recognised by the Royal Colleges for Postgraduate Training. Medical Students from the Edinburgh and Glasgow Universities have regular placements in Lanarkshire. From August 2014 we have also provided supervised training for paediatric trainees within the Community service.

NHS Lanarkshire is supportive of applications from individuals with well developed ideas for improving services who are able to demonstrate a commitment to quality improvement, patient safety (including human factors training), Medical Education and Research & Development. The precise details of the job plan will be dependent on the successful candidate's subspecialty training and interests.

The job is offered as a locum full-time post on a 10 PA basis from October 2025 for a period of 12 months. 1 SPA is offered for own appraisal, with additional time for service development. Part time applications will be considered.

NHS Lanarkshire is supportive of applications from individuals with well developed ideas for improving services who are able to demonstrate a commitment to quality improvement, patient safety (including human factors training), Medical Education and Research & Development.

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.

General Provisions

Paediatric services and CAMHS are currently managed as a hosted service within the North Health and Social Care Partnership.

Office accommodation (shared) and secretarial support will be provided within Caird House in Hamilton.

Digital dictation and electronic case records enables doctors to access patient records and to dictate/verify letters from all NHS Lanarkshire sites.

You will be answerable 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 Medical staff 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 counselling. 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 Rosemary Abara, General Paediatrics/Neonatology

Dr Lila Agrawal, Community Paediatrician/Child protection

Dr James Andrew, General Paediatrics/Neurology

Dr Kerstin Bumke, General Paediatrics/Diabetes

Dr David Beattie, General Paediatrics

Dr Donna Corrigan, General Paediatrics/Respiratory

Dr Carol Dryden, General Paediatrics/Respiratory

Dr Keir Greenhalgh, General Paediatrics/Cardiology

Dr Cameron Herbert, General Paediatrics/Neurology/Neurodevelopmental service.

Dr Ian Hunter, General Paediatrics/Diabetes/Endocrine

Dr Hatice Isikli, General paediatrics/Gastroenterology

Dr Emma Jeffery, Community Paediatrics - Neurodisability and Neurodevelopmental service

Dr Thomas Jordan, General Paediatrics/Gastroenterology

Dr Laura Kane, General Paediatrics/Diabetes

Dr Catherine Lees, General Paediatrics/Rheumatology

Dr Lana McMillan, General Paediatrics/ Endocrine and Diabetes

Dr Sarveshni Naidoo, General Paediatrics/Rheumatology

Dr Lana O'Hara, General Paediatrics/Community and Neurodevelopmental service

Dr Kathy Robb, General Paediatrics/Community Paediatrics/Neurology

Dr Natasha Sasankan, Community paediatrics/Renal/continence

Dr Adrian Sie, General Paediatrics/Allergy

Dr Shubhangi Shewale, Community Paediatrics /Endocrinology

Dr Kathryn Smith, General Paediatrics/Allergy

Dr Adrienne Sullivan (Clinical Director), General Paediatrics/LAAC

Dr Kirsten Wallace, General Paediatrics/Allergy

Dr Fiona Welsh, Community Paediatrics /LAAC

Dr Peishan Wu, General Paediatrics/Respiratory

Specialty Doctors - 4

Trainees (Tier 2) - 7 (2 or 3 WTE in community training)

Secretarial Support:

WTE Secretaries - 9

Duties & Responsibilities

To work in Acute Paediatric services with a commitment to service development in the acute paediatric ward. There will be an on call commitment to Acute Paediatric rota. You will undertake and be responsible for liaison with primary care/other clinicians/ and actioning/communicating results of investigations generated by these duties. In General Paediatrics you will undertake hot weeks for inpatient care and will support the triage unit. You will be responsible for reviewing hospital at home patients remotely via dashboard, or via ward 19, or if required home visits. You will undertake and be responsible for liaison with primary care/other clinicians/ and actioning/communicating results of investigations generated by these duties. You will be involved in trainee supervision.

Work Programme

As required under Section 3 of the Terms and Conditions of Service, the duties and responsibilities are supported by a job plan and work programme detailed as follows:

Job Planning/Programmed Activities

The job plan will be dependent on the successful candidate's subspecialty training and interests.

On taking up post a Job Plan will be agreed between the person appointed and the Clinical Director/Associate Medical Director. This job plan is subject to review at least once a year by the post holder and the Clinical Director/Clinical Lead as noted in the terms and conditions. The procedures set out in the 'Terms & Conditions of Service' must be followed if it is not possible to agree a job plan, either initially or at an annual review.

The timetable is indicative and subject to negotiation with the Clinical Director / Associate Medical Director. The core 10 PA working week will be based on 8 PA's of Direct Clinical Care (DCC) duties and 2 PA of SPA time for this post.

The indicative weekly timetable included in the work programme shows likely elective PA's within the 10 PA post and indicated the location where each activity will be undertaken and the type of work involved.

In this post, there would be:

- 4 hot weeks per year
- 9-5 cover for hospital at home/ward 20 or 19
- 1 session for own appraisal

- 1 session for hospital home service development
- Review of patients for hospital at home on ward 19 as required
- Responsibility to commence and organise hospital at home care.

Fixed Commitments

Days	Hours	Type of Work	Location
Monday	AM	Hospital at home/ward 20 or 19	UHW
	PM	Hospital at home/ward 20 or 19	UHW
	5-9pm	Alternative week resident on call	UHW
Tuesday	AM	Service development for Hospital at home	UHW
	PM	off	UHW
Wednesday	AM	Hospital at home/ward 20	
	PM	Hospital at home/ward 19	
Thursday	AM	Patient admin	
	PM	Hospital at home/ward 19	
Friday	AM	SPA	UHW
	PM	Clinic	Houldsworth
Sat/Sun		back shift once per month midday to 8pm for triage consultant/hospital at home	UHW

In addition, other activities not occurring at fixed times.

- Discussing referrals, in patient and out patient with Colleagues
- Discussing management/investigation of patients with colleagues in other appropriate Clinical Support Services
- Developing Hospital at home service
- Discussing patient management/ reviewing patients with doctors in training and Nursing Staff out with formal ward rounds.
- Speaking to GP's, outpatients re results.
- CPD, Appraisal and Revalidation
- Audit
- 4 hot weeks per year

Audit and research

The successful candidate will be expected to participate in 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 fulfil such demands for continuing professional development as the Royal College of Paediatrics and Child Health (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 involved in teaching our students, or in any other activity which involves a contribution to teaching, research or scholarship within the University are eligible 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.
- Postgraduate exam (or equivalent).
- Current full registration with GMC with a licence to practice.
- Training in all aspects of Child Protection.
- APLS or equivalent.

DESIRABLE CRITERIA:

- Higher Degree or other Diploma.
- Further educational certificates, diploma etc.
- Other e.g. ALS Provider.

TRAINING:

ESSENTIAL

- In keeping with completion of Specialist Training or equivalent.

DESIRABLE CRITERIA

- Training at ST/SPR level in communication, teaching or management.
- Experience within UK training establishments.
- In possession of CCT/awarded CESR at the time of interview or be within 6 months of CCT.

EXPERIENCE:**ESSENTIAL CRITERIA**

- Recent and relevant clinical experience and competency in Community Paediatrics.
- 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.

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 Paediatric practice and experience of design of audit.
- Research within Paediatrics.
- Involved in design of research relevant to Paediatrics.

PUBLICATIONS:

ESSENTIAL 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.

KNOWLEDGE & SKILLS:

ESSENTIAL CRITERIA

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

DESIRABLE CRITERIA

- Further educational certificates, diplomas, etc.

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.

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)
- High fluency in medical English and evidence of ability to communicate in stressful situations.
- 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.

OTHER:

ESSENTIAL CRITERIA

- Fluent in medical English and evidence of ability to communicate in stressful situations.

DESIRABLE CRITERIA

- Good IT Skills
- Preference to work in a District General Hospital.

Terms & Conditions

a. This appointment is offered on the Terms and Conditions of the Consultant Contract on a locum basis.

Additional NHS Lanarkshire Policies which support the Contract are listed below and are available on request:

- Non-Direct Clinical Care Activities
- Fee-Paying Work in the New Consultant Contract
- On-Call Availability and Payment of Supplement
- Generic Objectives
- Resident On-Call Duties
- Waiting List/Additional Sessions
- Job Plan Review

b. This appointment is superannuable under the NHS Superannuation Scheme. New eligible entrants to NHS Lanarkshire who are not already in a pension scheme will normally be enrolled automatically into membership of the NHS Pension Scheme.

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.

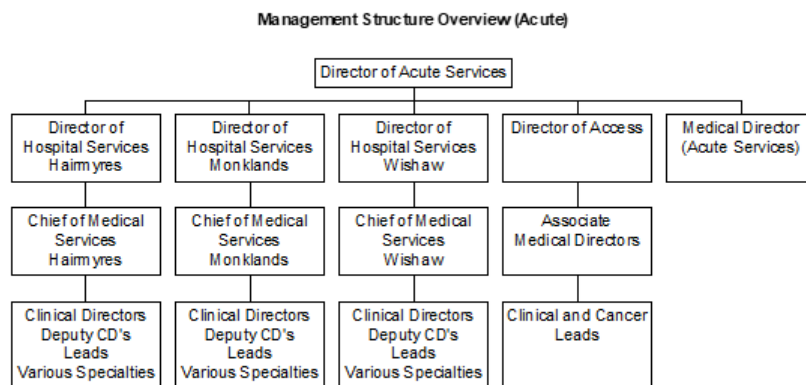
Superannuable pay will include basic salary (up to 10 programmed activities, but not any extra programmed activities above this level), on-call availability supplements, discretionary points, distinction awards, and any other pay or allowances agreed by the Scottish Government, to be superannuable. Superannuable 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 paragraphs 10.4 & 10.5 of the Terms and Conditions of Service of Hospital Medical and Dental Staff and Doctors in Public Health and the Community Health Service Consultant Grade.

- 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 paragraph 5.1 of the terms and conditions of the new consultant contract. Appointees start on the scale minimum except in the circumstances of paragraphs 5.1.2 – 5.1.7 of the terms and conditions of service.
- h. From 1st April 2025 the starting salary for the post is £111,430 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 move 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



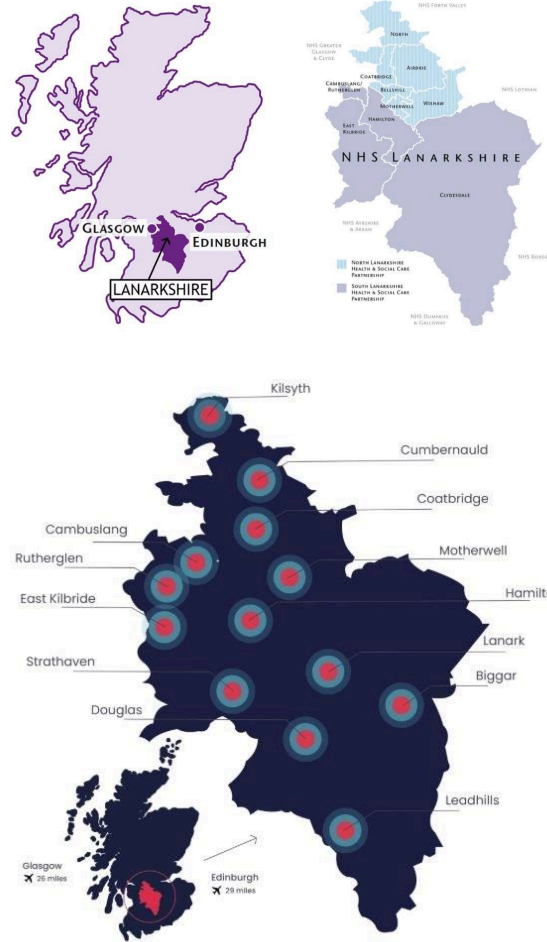
Lanarkshire - The Place

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/>



Our Vision

To enable healthier, longer lives by delivering compassionate, innovative, sustainable and high-quality health and care services that empower people and reduce inequalities.

Workforce - We will work with our staff and trade union colleagues to ensure that NHS Lanarkshire is a great place to work, with a positive and inclusive culture; that our staff are treated fairly with dignity and respect; and that our teams have opportunities to grow and develop.

Access & Services - We will work with our communities to ensure that NHS Lanarkshire enables them to readily access effective, timely and responsive supports and services; that our patients are treated fairly with dignity and respect; and that local people have increasing agency over their health.

Innovation & Quality - We will design and drive the transformation of our and services, prioritising safety, quality improvement and innovation so as to deliver effective and affordable care for the benefit of our communities.

Finance & Delivery - We will ensure that we deliver best value for our patients through the effective use of budgets and operating within the funding available to us; and that our governance mechanisms provide robust assurance that we are prioritising our resources effectively and responsibly to secure the most health benefit for our communities.

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 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/>