

237952 Consultant General Adult Psychiatrist

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To assist you with your application for the above post, 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 Consultant post within Mental Health Services 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 within psychiatry or allied areas of practice, 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 <https://www.nhslanarkshire.scot.nhs.uk/>

Adam Brodie

Associate Medical Director MHLA & A

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 Consultant post in General Adult Psychiatry

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:

- Ms Tracy Coyle, General Manager (Mental Health) Services on 01698 366915.
- Dr Adam Brodie, Associate Medical Director for Mental Health, Learning Disabilities and Addictions on 01698 753 820.
- Dr Stephen Davidson, Clinical Director for Adult Mental Health Inpatient, Psychiatry Service on 01698 754 514.
- Dr Anshu Bhatia, Clinical Director Adult Mental Health Community (South), Psychiatry on 01698 366992

The Post



There are 2 full time (1.0) General Adult posts based at Regent House, Hamilton and Clydesdale CMHT, Lanark South Lanarkshire.

The post holder will join other full time consultant colleagues and SAS doctors and is supported by an established CMHT who have excellent links with GP colleagues with the area.

As part of your duties there is a proportionate share to the duty AMP Rota 9-5pm as well as a 1 in 40 nighttime on call.

The General Adult service across these various sites consists of established teams and in addition to these vacancies, there are experienced Consultants and Specialty Doctors in post. The community team is well established and is made up of nursing staff, Psychology, Occupational Therapy and admin staff. Inpatient services for the catchment area are based at University Hospital Wishaw, which is a short drive away.

The post holder will also be required to undertake AMP (Approved Medical Practitioner) duties as part of a daytime rota for the University Hospital Hairmyres catchment area. Support to become an AMP (under Section 22 of the Mental Health Care and Treatment Scotland Act) will be provided to those not already approved. The successful candidate will also take part in the Lanarkshire wide Consultant on call rota (with an on call frequency of approximately 1/40).

As much of the post is outpatient based, working from home for some of the sessions can be negotiated with the Clinical Director following appointment. Flexible working arrangements can also be discussed to accommodate personal and family commitments and the job plan can be adjusted to fit with the preferences of the successful candidate.

In addition, the successful candidate will be able to partake in a well-established internal teaching programme which takes place fortnightly, is well attended by consultants and trainees, and supports CPD for consultants.

The job is offered as a full-time post on a 10 PA basis but applications will be considered from those wishing to work less than full-time. If full-time up to 2 EPA's may be available to undertake additional outpatient and/or procedure sessions or management activity.

Proposals for additional SPA time from applicants is 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. All requests will be considered and subject to the approval of the final job plan.

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.

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

General Provisions

You will report to the Clinical Director for General Adult Psychiatry 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.

Duties & Responsibilities

Main Duties:

The main duties and responsibilities of your post include outpatient services for a designated population of the Hamilton/Clydesdale locality and inpatient responsibility for the catchment area also (applicants who wish to pursue an inpatient or outpatient only post can discuss this with the Clinical Director following appointment as there is flexibility around this)

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 interests. A minimum of 2 SPA will be included in the job plan but please refer to the guidance above under the general description of the post.

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 9 PA's of Direct Clinical Care (DCC) duties and 1 PA of SPA time **or** 8 PA's of Direct Clinical Care (DCC) duties and 2 PA of SPA for a full-time post-holder subject to final Job Plan confirmation approval from the Clinical Director/Associate Medical Director.

The indicative weekly timetable included in the work programme shows likely elective PA's within the 10 PA post and indicates the location where each activity will be undertaken and the type of work involved. Whilst some commitments may be fixed during the working week, the timetable in general is merely indicative, and would be subject to negotiation with other service staff and the Clinical Director.

Resources

Ms Lisa Black Senior Secretary North Post

Ms Lynn Balmer Senior Secretary Airdrie Post

General Adult North

Dr Stephen Davidson (IPCU, Clinical Director)

Dr Matthew Cordiner (Motherwell, Clinical Lead)

Dr Irfan Jehangir (Coatbridge)

Dr Suresh Bheemaraddi (Locum Consultant, Coatbridge)

Dr Shawkat Haque (Coatbridge)

Dr Monika Fotedar (Cumbernauld)

Dr Simon Groves (Locum Consultant, Cumbernauld)

Dr Sudhir Vusikala (Locum Consultant, Inpatients Wishaw)

Dr Tony Donegan (Inpatient Wishaw)
Dr Ana Lopez (Airdrie)-vacant post due to retirement
Dr Alastair Cook (Airdrie)
Dr Pooja Sharma (Airdrie)
Dr Elizabeth Spence (Bellshill – Clinical Director)
Dr Saba Ansari (Bellshill)
Dr Bashir Mohammad (Bellshill)
Dr Richard McGee (Wishaw)
Dr Vaida Warwick (Wishaw)
Dr Chris Sheridan (Motherwell)

General Adult South

Dr Anshu Bhatia (Clinical Director)
Dr Dipayan Roy (East Kilbride)
Dr Cristina Paton (East Kilbride)
Dr Olga McGowan (East Kilbride)
Dr Phil Taylor (East Kilbride)
Dr David Semple (Hamilton)
Dr Eugene Wong (Hamilton)
Dr Khadija Mirza (Hamilton)
Dr Maire Doonan (Hamilton – Speciality Doctor)
Dr Geeta Ravury (Hamilton – Specialty Doctor)
Dr Ana Slowianska (Locum Consultant Clydesdale)
Dr Arthur Calnan (Locum Consultant Clydesdale)

Vacant Post

Vacant Post

Rehabilitation Services

Dr Shoshana Cross (North Lanarkshire)

Dr Aye Doris (South Lanarkshire)

Forensic Services

Dr Robert Gibb (Clinical Lead)

Dr Laura Steven (Clinical Director)

Dr Fiona Mohammad

Dr Craig Morrow

Dr Craig Marsh

Dr Jeremy Burley (Locum Consultant)

Old Age Psychiatry

Dr Adam Daly

Dr Rajdeep Routh

Dr Sowmya Munishankar (Clinical Director)

Dr Rekha Hedge

Dr Andrew Donaldson (DDME)

Dr Susan Telfer

Dr Sujatha Maiya

Dr Gillian Docherty

Dr Martin Carlin

Dr Christine Carswell

Dr Craig Patrick

Dr Damian Lynch

Dr Alison Gordon

Dr Jo Franz

Learning Disability

Dr Khalid Nawab (Clinical Lead)

Dr Laura Cameron

Prof Arturo Langa

Dr Marina Klimov

Dr Louise Bradley

Dr Chinta Mani (Locum Consultant)

Dr Nichola Hughes

Dr Judith McKie

Liaison Psychiatry

Dr Dan Hackley

Dr Anshu Bhatia (Clinical Director)

The Eating Disorders Service

Dr Katherine Morton

Perinatal Psychiatry

Dr Selena Gleadow-Ware

Psychodynamic Psychotherapy

Dr Richard Taylor (Clinical Director)

Dr Ambrina Roshi

Days	Hours	Type of Work	Location
Monday	AM	Admin/Urgent reviews	CMHT base
	PM	Outpatient Clinic	CMHT base
Tuesday	AM	Community MDT meeting	CMHT base
	PM	SPA	CMHT base
Wednesday	AM	Ward Round	Ward 19, University Hospital Hairmyres
	PM	Ward Round	Admin/MHD Paperwork
Thursday	AM	SPA/Teaching	CMHT base
	PM	Outpatient Clinic	CMHT base
Friday	AM	Outpatient Clinic	CMHT base
	PM	Admin/urgent reviews	CMHT base

1 - Fixed Commitments

In addition, other activities not occurring at fixed times.

- Discussing outpatient referrals 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 administration duties e.g verifying letters, signing off results etc.
- Speaking to GP's, outpatients re results.
- Vetting Fast Track clinic referrals/ allocating appointments (daily).
- CPD and Appraisal
- Audit

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 fulfill such demands for continuing professional development as the Royal College of Psychiatrists (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

Person Specification

QUALIFICATIONS

ESSENTIAL CRITERIA:

- MBChB or equivalent.
- MRCPsych (or equivalent).
- Current full registration with GMC with a license to practice.
- Inclusion on GMC's Specialist Register in General Adult Psychiatry or within 6 months of CCT at interview. CESR route doctors must be awarded CESR at time of interview.
- Member of recognised defence society.

DESIRABLE CRITERIA:

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

TRAINING

ESSENTIAL CRITERIA:

- In possession of CCT/awarded CESR at the time of interview or be within 6 months of CCT in General Adult Psychiatry.
- Eligible for or in receipt of approval under Section 22 of the Mental Health (Care & Treatment Scotland) Act 2003.

DESIRABLE CRITERIA:

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

EXPERIENCE

ESSENTIAL CRITERIA:

- Experience of service development including development of care pathways, inter-agency guidelines.
- Experience in the areas of service including leadership and service evaluation.

- 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 clinical practice and experience of design of audit
- Involved in design of research relevant to Psychiatry.
- Research within Psychiatry.

PUBLICATIONS

ESSENTIAL CRITERIA:

- Presentations relevant to the practice of Psychiatry.

DESIRABLE CRITERIA:

- Previous publications relevant to the practice of Psychiatry.
- Presentations at national meetings relevant to the practice of Psychiatry.

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.

KNOWLEGDE & SKILLS

ESSENTIAL CRITERIA:

- Broad based knowledge and skills in diagnosis and clinical management within the Specialty and encompassing most sub-disciplines.
- Knowledge of Mental Health (Care & Treatment, Scotland) Act 2003, 'Delivering for Mental Health' NQIS draft standards for ICPs and other relevant national policies.

DESIRABLE CRITERIA:

- Further educational certificates, diploma's, 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. There will be opportunity for role in 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).
- 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.
- Current full Driving License.

DESIRABLE CRITERIA:

- Preference to work in a District General Hospital.

Terms & Conditions

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

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.

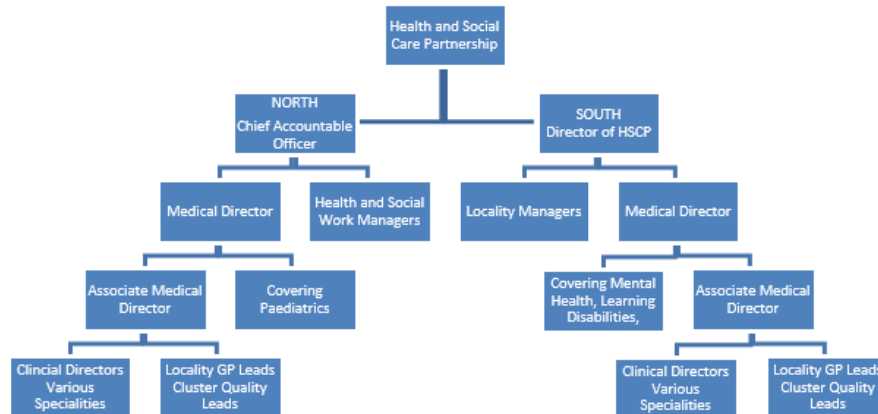
c. The employment is subject to 3 months' notice on either side subject always to the appeal and other provisions of paragraphs 10.4 & 10.5 of the Terms and Conditions of Service of Hospital Medical and Dental Staff and Doctors in Public Health and the Community Health Service Consultant Grade.

- 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 (HSCPs)

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/>

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/>