

Director of Pharmacy and Medicines Recruitment Pack

Application reference number: 080008



Make a difference
in Fife



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www.nhsfife.org

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Message from our Chief Executive



Welcome

Thank you for your interest in the position of Director of Pharmacy and Medicines for NHS Fife.

Our organisational response to COVID-19 and leadership approach was founded on the core principles of the NHS Scotland values - dignity and respect; care and compassion; openness, honesty and responsibility; and quality and teamwork. The Director of Pharmacy and Medicines will continue to lead their team to live up to these values and, through a highly engaged team, be able to transform the way we deliver services to patients.

I hope the information in this pack will be helpful and you feel encouraged and enthusiastic to apply for the post.

If you require any further information or wish to discuss the role, informal enquiries are very welcome.

Carol Potter
Chief Executive

Post Advert



Director of Pharmacy and Medicines

AfC Band 9 £105,635 - £110, 468

If you relish a challenge, have a passion to help others then NHS Fife will provide a great opportunity for you to realise your potential.

As one of the most dynamic health boards in Scotland, providing a full range of primary, community, mental health, acute and elective hospital services for a population of around 370,000 across the Kingdom of Fife. We are rooted in the communities we serve and are driven by our vision to improve the health of our population by developing integrated healthcare services delivered through our highly talented and committed workforce.

We work with local people and partners across health, social care, and the voluntary sector in innovative ways to improve health and wellbeing for all our communities. Our key priority will be to develop closer integrated and collaborative ways of working with all our partners to implement our new Health and Wellbeing Strategy.

We can only do this with great staff who are encouraged and supported, which is why we invest in them, listen to them, make sure we are representative of our populations and that we foster their health and wellbeing.

We now require an outstanding Director of Pharmacy and Medicines, to fulfil this key executive role which, working with the Executive Team, is responsible for the strategic leadership and development of NHS Fife.

This role is central to shaping and enabling NHS Fife and our partners in developing a clear vision for the future and for the enhancement of pharmacy and medicines services across our partnership with our patients, communities, and partners. With responsibility for all aspects of pharmacy leadership, medicines management & optimisation and, as well as the strategic leadership and development of Pharmacy professional services.

We are seeking an exceptional leader, a registered pharmacist with excellent interpersonal and influencing skills. You will have a proven track record of motivating, inspiring and developing teams, leading the continual improvement of Pharmacy and Medicines Management services.

Reporting to NHS Fife's Chief Executive as the responsible pharmaceutical officer to the NHS Fife Board, you will provide expert clinical, professional, and technical advice and direction for the delivery of comprehensive pharmaceutical services to patients and staff across Fife. You will lead on the development of pharmacy practice and an integrated, flexible pharmacy workforce across NHS Fife and Fife Health and Social Care Partnership – via our network of Community Pharmacies.

NHS Fife has well developed local links with all providers and teams where pharmacy professionals, technical and supporting staff and multidisciplinary teams all work together. We have a strong history of partnership working across Fife and this has been strengthened during our collective response to the covid-19 pandemic and our vaccination programme.

As our new Director of Pharmacy and Medicines you will enable and enhance what we've been doing across our system to strengthen collaborative working and bring colleagues together for the benefit of our population.

If you feel you have the necessary knowledge and experience, drive and determination required for this role, then we would be delighted to receive your application.

You can find out more about this exciting and challenging role and how to apply, by visiting <https://apply.jobs.scot.nhs.uk>

For an informal discussion with Carol Potter, Chief Executive, NHS Fife, please contact Valerie Muir PA to Chair and Chief Executive on Tel: 01592 648080.

The closing date for applications **Tuesday 28 December 2021.**

Please note we are unable to accept CV applications.

Organisational chart



NHS Fife – Our vision, mission and values

Our vision

The people of Fife live long and healthy lives

Our mission

Transforming Health and Care in Fife to be the best

Our values

Care and compassion

Dignity and respect

Openness, honesty and responsibility

Quality and teamwork

NHS Fife – our priorities

Person-centred:

- Listen to what matters to you
- Design services in partnership with service users, carers and communities
- Give you choices and information
- Create environments that encourage caring and positive outcomes for all
- Develop and redesign services that put patients first supporting independent living and self-management

Clinically excellence:

- Work with individuals to receive the best care possible
- Ensure there is no avoidable harm
- Achieve and maintain quality standards
- Ensure environment is clean, tidy, well maintained, safe and something to be proud of
- Embed patient safety consistently across all aspects of healthcare provision

Sustainable:

- Optimise resource for health and wellbeing
- Ensure cost effective and within budget
- Increase efficiency and Reduce Waste
- Service redesign will ensure cost effective, lean and minimise adverse variation
- Optimise use of property and assets with our partners

Exemplar employer:

- Create time and space for continuous learning
- Listen to and involve staff at all levels
- Give staff skills, resources and equipment required for the job
- Encourage staff to be ambassadors for Health and Social Care in Fife
- Create high performing multidisciplinary teams through education and development
- Equip people to be the best leaders

National context

Quality healthcare

Annually the Scottish Government sets NHS Boards with performance targets in order to ensure that resources made available to them are directed at areas which are a priority for improvement and are consistent with the Scottish Government's Purpose and National Outcomes. These targets are focused on Health Improvement, Efficiency, Access and Treatment (also known as HEAT targets).

Working in partnership with Local Authorities and the Third Sector

NHS Scotland works in partnership with local authorities and the Third Sector to achieve a healthier Scotland. "The Quality Strategy provides NHS Scotland with a basis on which partnerships such as the aforementioned can be formed.

This is done through Community Planning Partnerships which secures progress towards a number of strategic priorities, and the outcomes agreed locally and nationally through the National Performance Framework.

- Caring and compassionate staff and services.
- Clear communication and explanation about conditions and treatment.
- Effective collaboration between clinicians, patients and others.
- A clean and safe care environment.
- Continuity of care; and Clinical excellence.

Fife Local Resilience Partnership

Local resilience Partnerships (LRPs) are multi-agency partnerships made up of representatives from local public services, including the emergency services, local authorities, the NHS, the Scottish Environmental Protection Agency and others. These agencies are known as Category 1 Responders, as defined by the Civil Contingencies Act. Fife Local Resilience Partnership has been a key component in NHS Fife's planning and response to the current global pandemic.

Health and Social Care Integration

In 2016 the Scottish Government legislated to bring together health and social care in to a single, integrated system. The legislation created 31 integration authorities across Scotland who are now responsible for £8.5 billion of funding for local services. These services were previously managed separately by NHS Boards and local authorities.

In Fife, we have one Joint Integration Board and the purpose of health and social care integration is to transform people's experience of care and the outcomes they experience. This is necessary

because when services are planned and delivered together, closer co-ordination will enable the fundamental changes in care models required to keep pace with people's changing needs.

You will provide leadership as part of a multiagency approach comprising of Fife Health and Social Care Partnership and Fife Council to ensure value for money and enhanced outcomes for patients across both acute and community care settings in Fife.

Links to our key strategic documents and national resources

NHS Fife Strategic Documents

Improving Services NHS Fife

<http://www.nhsfife.org/nhs/index.cfm?fuseaction=nhs.displaytheme&themeid=E44C37C3-5056-8C6F-C003CD63C15D8FF0>

More information on NHS Fife Board can be found by visiting www.nhsfife.org

National Resource Links

Re-mobilise, Recover, Re-design: the framework for NHS Scotland

Sets out how health boards will safely and incrementally prioritise the resumption of some paused services, while maintaining COVID-19 capacity and resilience.

<https://www.gov.scot/publications/re-mobilise-recover-re-design-framework-nhs-scotland/pages/2/>

Scotland's National Performance Framework

Information on Scotland's National Performance Framework and how Scotland is performing against it.

<https://nationalperformance.gov.scot>

Realistic Medicine

Realistic medicine recognises that a one size fits all approach to health and social care is not the most effective path for the patient or the NHS.

<https://www.realisticmedicine.scot/>

Scottish Government Website:

<http://www.scotland.gov.uk/Topics/Health/About/NHS-Scotland>

Appointment arrangements

Applications

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

Reference

All jobs are only offered following receipt of two satisfactory written references. At least one reference must be from your current/most recent employer or your course tutor if you are currently a student. If you have not been employed or have been out of employment for a considerable period of time, you may give the name of someone who knows you well enough to confirm information given and to comment on your ability to do the job. 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.

Job interview guarantee scheme

We recognise the contribution that all individuals can make to the organisation regardless of their abilities. NHS Fife has been approved, by the Employment Services Department, as an Equal Opportunities employer with a positive policy towards employment of disabled people. As part of our ongoing commitment to extending employment opportunities, all applicants who are disabled and who meet the minimum criteria expressed in the job description will be guaranteed an interview. All information will be treated as confidential.

Workplace Equality Monitoring

In order to measure and monitor our performance as an equal opportunity employer, it is important that we collect, store and analyse data about staff. Personal, confidential information will be collected and used to help us to understand the make-up of our workforce which will enable us to make comparisons locally, regionally and nationally.

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.

Data Protection Act

During the course of our activities we will collect, store and process personal information about our prospective, current and former staff. The law determines how organisations can use personal information. For further information on the type of data that is handled, what the purpose is of processing the data and where and why we share data, please see the NHS Fife Privacy Statement, found here [Data Protection | NHS Fife](#)

For the purposes of this privacy notice, 'staff' includes applicants, employees, workers (including agency, casual and contracted staff), volunteers, trainees and those carrying out work experience.

Entitlement to work in the UK

NHS Fife is legally obliged to ensure all its employees are legally entitled to work in the United Kingdom. If you are not a United Kingdom (UK) or Irish National, you are required to confirm your right to work in your application.

Work visa

If you require a Work Visa, please seek further guidance on current immigration rules which can be found on the Home Office website: www.gov.uk/government/organisations/uk-visas-and-immigration.

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.

Visit to NHS Fife – candidate preparation

If COVID-19 restrictions allow, shortlisted candidates can, by appointment, take up the opportunity to visit NHS Fife and some of the key sites. This is an optional part of the process and will depend on the prevalence of COVID-19 and the associated guidance on travel etc. at the time.

Travel Expenses

Travel expenses are not normally reimbursed for interviews, if you are selected for interview and wish to enquire about the possibility of being reimbursed then the request should be directed to the recruiting manager or interview panel chair. If agreed, reasonable travel expenses will be reimbursed when attending the assessment and interview day. The travel expenses for the successful candidate will be paid when they take up post and will be included in their first monthly salary.

Please note, however, reimbursement of expenses shall not be made to individuals who refuse an offer of employment on grounds which, in the opinion of NHS Fife are inadequate.

Interview and assessment arrangements

Due to the Covid-19 pandemic response, the selection process may be conducted virtually via Microsoft Teams.

The Job Description and Person Specification is designed to inform potential applicants on the essential and desirable personal attributes which are sought in this appointment

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

NHS Scotland introduced a Values Based Approach to the recruitment of all appointments at Chief Executive, Executive Director, Director and the other next level immediate direct line reports to the Chief Executive. While it remains the responsibility of individual NHS Boards to carry out recruitment to the Executive Cohort they must do so in line with the guidance contained with Values Based Recruitment Process for NHS Board Executive level appointments. This can be found through the following link: <https://projectlift.scot/wp-content/uploads/2020/09/Values-Based-Recruitment-Process-for-NHS-Board-Executive-Team-appointment.pdf>

In practice this means that the candidates will participate in:

- Psychometric Tests
- Real Play Exercise
- Presentation (which will form part of the interview)
- Values Based Competency Interview

Further details of the above will be shared with the shortlisted candidates.

Indicative dates are:

Assessment date: Wednesday, 26 January 2022

Interview date: Tuesday, 01 February 2022

Informal Enquiries

For an informal discussion with Carol Potter, Chief Executive, NHS Fife, please contact Valerie Muir PA to Chair and Chief Executive on Tel: 01592 648080.

Summary of NHS Fife terms and conditions

Agreement on Pay and Conditions of Service is as per the Agenda for Change Handbook.

Salary

AfC Band 9 £105,635 - £110, 468

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

Contract

Permanent

Agenda for Change Implementation and Variations to Contract of Employment

Agenda for Change is a nationally agreed remuneration, job evaluation, personal development and terms and conditions framework which will apply to all NHS Scotland staff (except very senior managers and staff within the remit of the Doctors' and Dentists' Review Body). This means that you will be subject to the terms and conditions contained within this agreement and also any subsequent national or local agreements or variations made in respect of Agenda for Change. Such changes will automatically be applied to you and your contract of employment will be deemed to have been amended on this basis.

Pension fund

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 37.5 hours per week.

Holiday entitlement

Annual holiday entitlement is 27 days annual leave per year on commencement, rising to 29 days after 5 years service and 33 days after 10 years service. There are also eight fixed public holidays in a year. The leave year is from 1st April to 31st March each year. Part time staff will receive a pro-rata entitlement for annual leave and public holidays combined as per the Agenda for Change agreement. Reckonable service may be credited for annual leave purposes in accordance with the Agenda for Change Agreement.

Sick pay

Entitlements to Statutory Sick Pay and Occupational Sick Pay will be determined in accordance with the Agenda for Change Agreement. Reckonable service may be credited for Sick Pay purposes providing there has been no break in service of 12 months or more at time of appointment in accordance with Agenda for Change Agreement.

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.

Job Share

Unless otherwise stated within the job advert applications for this post may be considered on a job share basis. Should you wish to apply on a job share basis please indicate this on a covering letter attached to the application form.

Period of notice

Appointment is subject to termination by either side giving 12 weeks 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 one: Discover NHS Fife

Live NHS
Fife
to the fullest



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 kilometres (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 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



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.



NHS Fife provides accessible communication in a variety of formats including for people who are speakers of community languages, who require Easy Read versions, who speak BSL, read Braille or use Audio formats.

NHS Fife 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-UHB.EqualityandHumanRights@nhs.net or phone 01592 729130

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