



JOB PACK

Specialist Clinical Pharmacist - Mental Health Services

(AfC Band 7)

May 2023

Make a difference
in Fife



© NHS Fife 2021

Published: October 2021

This document is licensed under the Creative Commons Attribution-Non commercial-No Derivatives 4.0 International Licence. This allows for the copy and redistribution of this document as long as NHS Fife is fully acknowledged and given credit. The material must not be remixed, transformed or built upon in any way. To view a copy of this licence, visit <https://creativecommons.org/licenses/by-nc-nd/4.0/>

www.nhsfife.org

Contents

Message from the Pharmacy Senior Leadership Team 2

Job Description **Error! Bookmark not defined.**

Person Specification 8

Organisational Chart – Pharmacy and Medicines Directorate..... 9

NHS Fife – Our vision, mission, and values..... 160

NHS Fife – our priorities 171

National context 118

Appendix one: Discover NHS Fife 14

Message from the Pharmacy Senior Leadership Team

Welcome

Thank you for your interest in the Specialist Clinical Pharmacist, Mental Health Services role within NHS Fife. This is an exciting opportunity to work collaboratively with a strong, effective Integrated Pharmacy and Medicines Directorate. We are a forward-thinking service, constantly seeking to deliver high performance with a focus on quality, person-centred care, and innovative pharmacy and medicines services. If you relish a challenge, and have a passion for making a difference, then the NHS Fife Pharmacy and Medicines Directorate will provide a great opportunity for you to realise your potential.

NHS Fife is committed to the improvement of Mental Health Services and has developed a strategic development and implementation plan for 2020-2024 in line with national direction, with an underpinning vision of “Really Raising the Bar” in standards of care.

The NHS Fife Pharmacy and Medicines Directorate has undergone an ambitious programme of transformation and integration. It serves a population of approximately 380,000 people and is provided by an integrated team of around 300 Pharmacy staff, including Pharmacists, Pharmacy Technicians, Pharmacy Support Workers, Nurses, and Administrators. The team works across Hospital Sites, General Practices, Mental Health services, and a range of specialist teams. Partnership working is at the core of our values, and we work closely with other members of the multi-disciplinary team, including our Community Pharmacy colleagues, to deliver the highest quality care for everyone in Fife.

Fife has something to offer everyone and getting to Fife is simple, with excellent public transport links from around the UK. This fabulous region is not far from Scotland’s major 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 southwest, 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.

If you are excited by the prospect of joining one of NHS Scotland’s most dynamic and forward-thinking Boards, and by the opportunity to shape and evolve pharmacy services, we would love to hear from you.

We look forward to receiving your application in course.



John Brown
Head of Pharmacy – Clinical Services

Ben Hannan, Director of Pharmacy and Medicines | Fiona Forrest, Deputy Director of Pharmacy and Medicines

Andrea Smith, Head of Pharmacy – Governance and Therapeutics | Claire Steele, Head of Pharmacy – Medicines Supply and Quality | Hazel Close, Head of Pharmacy – Population, Health and Wellbeing | John Brown, Head of Pharmacy – Clinical Services | Sally Tyson, Head of Pharmacy – Development and Innovation



Integrated Pharmacy and Medicines Directorate



Role of the department

The NHS Fife Pharmacy and Medicines Directorate aims to provide the highest quality pharmaceutical care to the people of Fife. The integrated team provide person-focussed pharmaceutical care to individuals, and supply medicines through systems that ensure safe, effective, and economical use.

We strive to ensure that patients derive maximum benefit and minimum harm from their medicines, throughout their healthcare journey. We work in partnership with our clinical colleagues, providing high quality care, timely information, and advice to deliver safe and secure use of medicines. By integrating our team across NHS and HSCP services in Fife, we ensure that medicines are purchased, stored, dispensed, and prescribed to the highest standards in every care setting.

Key result areas

Clinical Services

- The post holder is responsible for providing pharmaceutical care for all patients within the delegated area as part of the clinical pharmacy service
- Provide prescribers and other clinical staff with advice on the pharmaceutical care of patients through monitoring of patients and prescriptions. Monitoring includes
 - Correct Dosing
 - Medicines administration
 - Allergy
 - Adverse Reactions
 - Drug – drug and drug – disease interactions
 - Legal issues
 - Ambiguity
 - Laboratory test results
- Assessment of suitability of patients own medicines for re-use
- Medication history taking
- Counselling patients on the use of their medicines and providing relevant lifestyle advice.
- Clinically verify prescriptions and undertake medicines reconciliation to ensure appropriate dosage / frequency / legality / etc to facilitate safe dispensing. This will include, but not limited to discharge prescriptions, inpatient prescriptions; out-patient recommendations; chemotherapy prescriptions and total parenteral nutrition prescriptions.
- Undertake therapeutic drug monitoring: advise on monitoring frequency and time, advice on dosage adjustment where necessary. Can frequently involve complex calculations.
- To undertake medication reviews of individual patients, within specific clinical groups, and to deliver pharmaceutical care to optimise patient care as part of the multidisciplinary team.
- Provide medicines information to clinical staff and patients and/or their carers.
- Act as pharmacy contact for a specialty with respect to medicines advice and pharmacy issues Advise nursing staff on the safe storage and handling of medicines (e.g. preparation of intravenous injections).
- Formulary management – monitor compliance with local prescribing policies.
- To support and advise health and social care staff on the management of medicines by implementing locally and nationally agreed prescribing strategies to achieve high quality evidence based and cost-effective patient care.
- To influence prescribing behaviour through providing independent advice to prescribers on prescribing costs and trends using communication and education strategies to promote rational cost-effective prescribing.

- Using national and local guidance
 1. Monitor and analyse medicines utilisation and expenditure to promote economic use of medicines and provide written information, reports and presentations on such usage, to the senior / principal/ practice pharmacist.
 2. To review prescribing patterns and discuss recommendations with prescribers.
 3. To negotiate change in prescribing practice and contribute to the management of change within practice prescribing to ensure rational and cost effective prescribing
- Report any medication incidents or near misses in accordance with risk management policies.
- Maintain and update ward stock lists in conjunction with the charge nurse and pharmacy support staff (top-up assistant / clinical technician).
- Audit and monitor the use of ward stock which may have abuse potential and be attractive for theft.
- Participate in multidisciplinary clinical audit (internal and external) of clinical services suggesting and implementing improvements as required.
- Supervision of support staff (junior pharmacists, clinical technicians, pharmacy support staff, pharmacy students/trainees) in clinical and technical pharmacy activities.
- Participate in regular (monthly) peer review meetings, and in the internal in-service training programme.
- Ensure compliance with medicines legislation and advise other health professionals on compliance with legislation regarding medicines. Provide timely advice and support in response to unpredictable medicines management and risk management issues. (e.g. drug withdrawals, safety alerts). To support and liaise with local community pharmacists with regard to medication changes and to facilitate communication across the hospital/ general practice/community pharmacy interface.
- Comment on pharmaceutical care at consultant ward rounds and multidisciplinary / practice team meetings as appropriate.
- Development of services in specialties relating to pharmacy and medicines.

Technical Services

- Deputise for the aseptic services manager as required providing short or long term relief as above. Providing professional support to daily sterile dispensing activities (e.g. total parenteral nutrition, intravenous drug preparation, cytotoxic drug preparation).

Other Duties

- Participation in on-call, evening, weekend, and bank holiday rotas as determined by, and according to, the organisation and pharmacy service needs. This may be subject to change and review in line with 7 day working strategic priorities.
- Line management of Pharmacy and Medicines team members in line with operational and strategic need
- Maintain professional competency in relevant practice areas as required.
- Undertake at least the minimum Continuing Professional Development (CPD).
- Requirements recommended by the General Pharmaceutical Council (GPhC).
- Monitor and report adverse drug reactions to MHRA using the Yellow Card Scheme.
- Monitor compliance of pharmacy services with national and local standards.
- Joint responsibility with other pharmacists for the security of pharmaceuticals, keys, and use of the alarm system.
- Assist with activities relating to named patient supplies (use of medicines without a UK product license), clinical trials and new medicines for evaluation within the directorate.
- Assist in the gathering of workload data and information on output and quality which is required to monitor and plan the service.
- To develop and provide comment on policies and to implement policy under the direction of a senior or lead pharmacist.
- Assist with financial reporting and interpretation for service managers each speciality
- To develop a prescribing role and actively participate in the provision of service to a patient workload.

Governance

- To comply with health and safety policies and procedures issued by NHS Fife and national legislation.
- Comply with data protection and IT security policies and procedures and adhere to local policies and national codes of practice.

Education and Training

- Make appropriate arrangements for the provision of medicines information resources for medical, nursing and pharmacy staff in line with initiatives and priorities decided by the clinical team.
- Develop and deliver training regarding the treatment of medical issues to Pharmacy staff as required.
- Develop and participate in the education of medical, non-medical prescribers and other staff.
- Act as a Designated Prescribing Practitioner (if suitably qualified) for pharmacists training as non-medical prescribers

- Provide appropriate educational supervision to pharmacy staff engaged in any training programme, including but not limited to Post-Graduate and Post-Registration Pharmacist Programmes.
- To provide Experiential Learning Pharmacist Facilitation (and therefore commitment to PFEL training).

Assignment and Review of Work

- Directly responsible for provision of a clinical pharmacy service working for the most part without supervision but with close support from Senior / Lead Pharmacist.
- Plans and organises own workload, and supervises junior pharmacists
- Performance appraisal carried out annually by the Senior / Clinical Pharmacist
- Accountable to line-manager, Senior Pharmacists and Lead Pharmacist(s) for areas rotating within.
- Professionally accountable to the Head of Pharmacy – Clinical Services

Decisions and Judgements

- The post holder is expected to use his/her own initiative to make professional decisions; advice can be sought from peers, Senior and Lead Pharmacists.
- Most of these decisions will involve interpretation and analysis of medicine treatment and reviewing the clinical and cost effective aspects to promote safe and rational prescribing and use of medicines
- Resource and time constraints will require the post holder to evaluate and prioritise tasks.
- Interpretation of financial data (drug expenditure) to provide advice to the Senior/Lead Pharmacist.

Most Challenging/Difficult Parts of the Job

- Provision of high quality pharmaceutical care which meets the needs of individual patients while maximising the efficiency of available resources. Continually updating personal knowledge base and developing skills in new specialities.
- To build effective working relationships with a wide and diverse range of NHS and non NHS staff from differing organisational cultures.

Communications and Working Relationships

- Counselling patients (may include persons where communication may be challenging e.g. frail, elderly patients or patients with physical or mental disabilities) on medication regimens. This requires tact, persuasion and reassurance skills (e.g. when discussing side effects versus benefits), and empathy and motivational skills to maximise patient concordance.
- Provides information to other clinical staff to ensure compliance with formulary, drug & therapeutics committees, and other pharmacy related strategies.

- Advising and negotiating with prescribers and other clinical staff to ensure safe effective and economic use of medicines. This advice may be challenged by clinicians, so the post holder needs to be able to justify their advice.
- Liaises with other members of the pharmacy service, and healthcare professionals (e.g. communication with Primary Care colleagues about compliance aids).
- Makes presentations when contributing to the education of other pharmacy staff and healthcare professionals (e.g. tutorials on medicines administration to nursing staff.)

Equipment, Machinery and Systems

- Use of isolators, laminar airflow cabinets, cytotoxic cabinets and clean room equipment in the aseptic unit.
- Use of needles and syringes to reconstitute and measure accurately doses of aseptically prepared medicines.
- Use of scales and measures to accurately weigh ingredients of extemporaneously prepared medicines.
- IT equipment – Microsoft office for e-mail, word processing, spreadsheets (management and financial information), PowerPoint (educational presentations, peer review, CPD), internet search engines (drug information enquiries both personally generated and referrals from other staff).
- May be required to independently operate technical equipment used in patient assessment including (but not limited to) sphygmomanometers, near patient testing machinery, spirometer.
- General Systems:
 - Common computer packages e.g. Microsoft Office.
 - Internet – e-libraries.
 - SCI lab – laboratory results system
 - Emergency Care Summary
 - Clinical Portal
 - The appropriate NHS Fife systems for health and safety reporting, PDP reviews, recording of overtime, staff leave, travel claims etc
 - Patient Administration Clinical System (TrakCare)
 - Pharmacy Stock Control System
 - HEPMA (Electronic Prescribing)
 - Electronic Discharge system

Physical, Mental, Emotional, and Environmental Demands of the Job

Physical Demands and Skills

- Skills in reconstituting injections using needles and syringes
- General keyboard skills
- Physical effort
- Lifting bags / boxes of pharmaceutical supplies, files, documents weighing 2 – 5kg daily.
- Prolonged standing while checking products and documentation on wards, for periods of 20minutes to 2 hours several times daily.
- In primary care, daily requirement to sit in a restricted position for a substantial proportion of the working day whilst reviewing patient notes and using computer for producing reports/ analysing and interpreting data etc.
- If a driver, driving safely between multiple locations.

Mental Demands

- Work requires a high level of concentration (concentration daily for at least one to two hours at a time) characterised by assessing various strands of sometimes conflicting information and forming a clinical opinion. This is conducted under time management pressures and subject to frequent interruptions some of which may require immediate responses.
- High degree of concentration required while checking prescriptions where precision and accuracy is required and is also subject to frequent interruptions.
- The work may not be predictable as priorities may change at very short notice according to the needs of the service/management.
- Requests for formal and informal advice are frequent by mail, email, telephone, and in person

Emotional Demands

- Daily contact with ill or terminally ill patients or occasionally bereaved relatives.

Environmental Demands

- Frequent exposure to unpleasant odours at ward level and from aseptic unit. Exposure to cytotoxic medicines.
- Requirement to use VDU equipment for majority of working day, in primary care
- The post-holder is required to have the ability to travel throughout the area.

Qualifications and/or Experience Specified for the Post

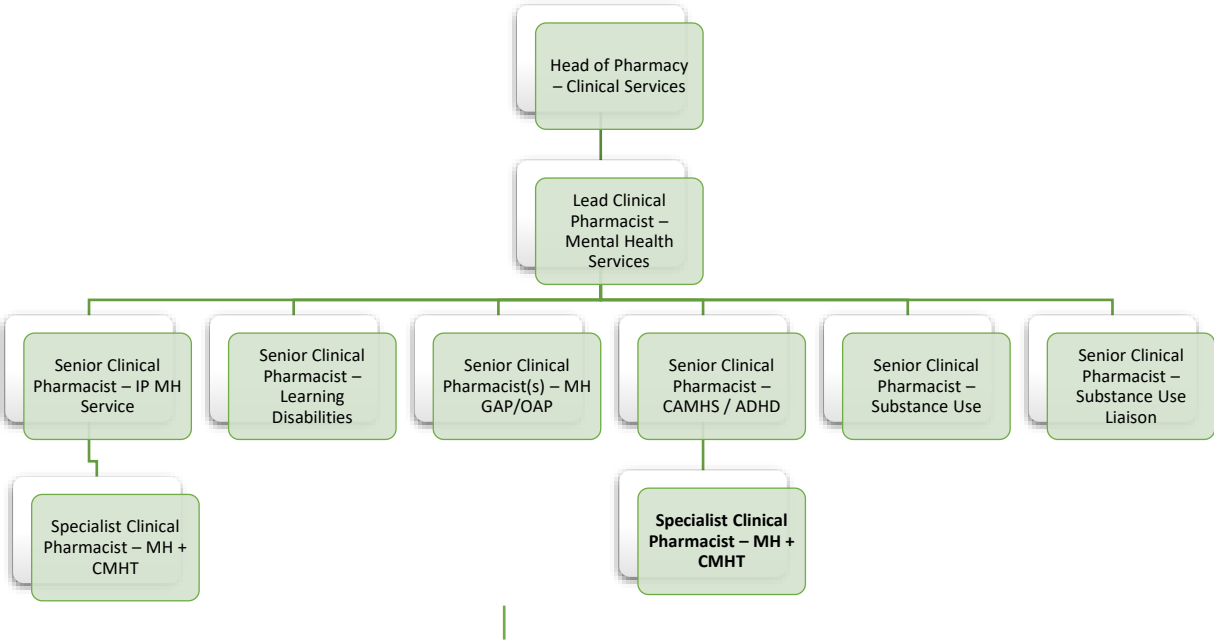
- MPharm degree in Pharmacy or equivalent
- Complete or working towards completion of Post Registration Foundation Practice or equivalent
- These posts would suit a pharmacist with clinical knowledge and experience, excellent communication and interpersonal skills, IT skills, and who would like to continue and develop their career in primary care.
- Relevant post registration experience as a pharmacist within a clinical area or primary care is required.

Person Specification

	ESSENTIAL*	DESIRABLE*	MEASURE*
Experience	<ul style="list-style-type: none"> • Post registration experience working as a pharmacist • Vocational training stage II or RPS Foundation Framework completion or will complete withing agreed timescale. Previous equivalent experience will also be considered and / or persons will be exempt if more than 3 years qualified 	<ul style="list-style-type: none"> • Experience of actively prescribing • Post registration experience of clinical pharmacy practice 	Application form
Qualification/ Training	<ul style="list-style-type: none"> • Masters Degree in Pharmacy or equivalent • Registered as a Pharmacist with the GPhC • Qualification as an Independent Prescriber or will complete within agreed timescale 	<ul style="list-style-type: none"> • Working towards RPS Core Advanced Pharmacist Curriculum Credentialing or equivalent • Evidence of qualification at Post-Graduate Level 	Application form/ Interview
Knowledge	<ul style="list-style-type: none"> • Therapeutic and practical skills for dealing with a highly complex range of pharmaceutical interventions. 	<ul style="list-style-type: none"> • Financial data interpretation and horizon scanning for medicines 	Interview
Skills	<ul style="list-style-type: none"> • Excellent written and oral communication skills • Resource and time management skills • Audit, quality improvement and service development experience • Basic keyboard skills 	<ul style="list-style-type: none"> • Research and audit skills 	Application form/ interview
Aptitude	<ul style="list-style-type: none"> • Patient centred • Ability to work effectively as individual and as part of a team • Flexible and adaptable • Empathetic 		Application form/ interview

	ESSENTIAL*	DESIRABLE*	MEASURE*
Other e.g., Team Player, ability to travel	<ul style="list-style-type: none"> • Ability to travel across NHS Fife area • Ability to participate in Emergency on-call, weekend, evening and public holiday rotas. • Demonstrate ethics, values and personal qualities / behaviours consistent with the vision, culture and values of NHS Fife 		Application form/ Interview

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

Our corporate objectives

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

Clinical 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 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 afore mentioned 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>

Appendix one: Discover NHS Fife

Live NHS
Fife
to the fullest



Victoria Hospital, Kirkcaldy



Queen Margaret Hospital, Dunfermline



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.

Brief overview of NHS Fife

NHS Fife is one of 14 Regional NHS Boards in Scotland. The organisation 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. 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.

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 southwest, 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 southwest 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 ground-breaking 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 Trust, 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

NHS Fife

Hayfield House
Hayfield Road
Kirkcaldy, KY2 5AH

www.nhsfife.org

-  facebook.com/nhsfife
-  [@nhsfife](https://twitter.com/nhsfife)
-  youtube.com/nhsfife
-  [@nhsfife](https://instagram.com/nhsfife)