

Working for NHS Shetland

Consultant Psychiatrist with Clinical Director Role



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This post requires the post holder to have a PVG Scheme membership/record. If the successful applicant is not a current PVG member for the required regulatory group i.e. child and/or adult, then an application will need to be made to Disclosure Scotland and deemed satisfactory before the successful post holder can commence work.

Section 1: Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
EXPERIENCE	<p>Recent and relevant clinical experience at consultant grade in general psychiatry.</p> <p>Competency in assessing, diagnosing and treating patients with perinatal mental health problems.</p> <p>Experience in liaison with general medical and surgical services.</p> <p>Experience in the areas of service evaluation including audit, service development and leadership</p> <p>Experience in undergraduate and postgraduate teaching</p> <p>Experience of providing supervision and or mentorship.</p>	<p>Experience in old-age psychiatry</p> <p>Experience of service development</p> <p>Experience of remote and rural working</p> <p>Experience in substance misuse psychiatry.</p> <p>Experience in service change</p> <p>Formal training in education and clinical supervision</p>
QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS	<p>MBChB or equivalent</p> <p>MRCPsych or equivalent</p> <p>GMC registered with a licence to practice</p> <p>Registered on Specialist Register or within 6 months of CCT or CESR (CP) at interview</p> <p>Section 22 Approved Medical Practitioner or willingness to undertake this training and certification.</p>	<p>Higher qualification in psychiatry</p> <p>Training in a number of specific therapeutic approaches</p> <p>Other eg ALS provider.</p> <p>Experience within UK training establishments</p> <p>Interest and experience of research within Psychiatry</p>
KNOWLEDGE AND SKILLS	<p>Ability to clinically lead a multidisciplinary team</p> <p>Excellent communication skills</p> <p>Ability to supervise clinical work of other staff members from various disciplines.</p> <p>Broad based knowledge and skills in diagnosis and clinical management in Psychiatry encompassing most sub-disciplines.</p>	<p>Knowledge of Scottish health legislation</p> <p>Service Improvement</p>

	<p>Knowledge of the Mental Health (Care and Treatment, Scotland) Act 2003.</p> <p>Knowledge of National Strategy and Policy for Mental Health services in Scotland.</p>	
DISPOSITION	Flexible approach to service provision	
OTHER	<p>Ability to be approved under the Mental Health Act ("Section 22")</p> <p>Evidence of appraisal and revalidation</p> <p>Driving Licence or ability to travel at short notice in Shetland's remote and rural community</p>	

Section 2: Introduction to Appointment

Introduction

This is a position for a full-time post providing Consultant general psychiatric services (adult and elderly) to the population of Shetland. The post is located in Shetland's main town of Lerwick within the Mental Health Department in the Lerwick Health Centre. The post holder will be responsible to the Chief Executive via the Medical Director and the Director of Community Health and Social Care.

The Shetland Islands

Shetland is a collection of over 100 (15 inhabited) islands to the north east of mainland Scotland. The islands are as close to Bergen in Norway as to Aberdeen, which serves as the principle communication link. The total population is approximately 23,500, with one third living in the principal town of Lerwick. Oil money has resulted in high quality infrastructure and facilities on the islands. The main industries are fishing and aquaculture, though the largest employers are Shetland Islands Council and the NHS Shetland.

NHS Shetland

NHS Shetland has around 700 employees. There are 10 general practices within the islands as well as a number of islands staffed by a Community Nurse. NHS Shetland is a teaching and education hub for both undergraduate and postgraduate learners from a variety of professions.

Mental health services are provided as part of a Joint Health and Social Care Partnership, which is directed by an Integration Joint Board.

Secondary care services are provided from the Gilbert Bain Hospital. Facilities include an Accident & Emergency Department, a Surgical Ward with a 2 bedded High Dependency Unit, a Day Surgery Unit, a Theatre Suite, a Medical Ward, a Maternity Department, an Out-Patients Department and support services including a full range of laboratory and radiological services.

The senior medical staff establishment consists of around 25 GPs (many less than full-time), 4 Consultant Surgeons, 4 Consultant Anaesthetists, 4 Consultant Physicians, 1 part-time Consultant Paediatrician and 2 Consultant Psychiatrists. Junior medical and surgical staff are based in the hospital. Over 24 visiting consultants provide more specialised services through out-patient clinics and surgical sessions on island. The consultant staff, including this post holder, meet regularly as a Consultants Group (which includes Public Health Consultants), with representation into the Area Medical Committee and the Area Clinical Forum the Chair of which along with the Medical Director represents the Consultants on Shetland NHS Board. There is a senior clinician representation on the Integration Joint Board.

Integrated Health and Social Care Partnerships

In April 2016 new legislation mandated the formation of 31 Integrated Authorities across Scotland. The Health and Social Care Partnership in Shetland ensures that services are joined up; designed for and with the communities in Shetland to promote the best outcomes for all.

The Mental Health Services are managed within the HSCP with staff being employed by NHS Shetland and Shetland Islands Council as well as some services run by local Third Sector organisations.

Shetland Mental Health Services Overview

The Board's Community Mental Health Team (CMHT) is based in the mental health department in the Lerwick Health Centre. The team has been strengthened following reviews of mental health and drug and alcohol services. It currently comprises:

The Adult Mental Health Service is made up of the following teams:

1. Community Mental Health Team (CMHT)
2. Substance Misuse and Recovery Service (SMRS) including a part-time GPwSI in Substance Misuse.
3. Psychological Therapy Service (PTS)
4. Dementia Assessment Team

Each of the four teams in the service has a Clinical Team Leader. These roles are filled by senior Registered Mental Health Nurses (RMN's) in the case of the CMHT, SMRS and Dementia Assessment Team, and by a senior psychological therapist for the PTS. The Consultant Clinical Psychologist provides clinical leadership for the PTS.

Management Structure

There is a Service Manager (Head of Mental Health Service, currently a job share) who takes overall management responsibility for the service. The Clinical Team Leaders, Consultant Psychiatrists and the Consultant Clinical Psychologist report to the Head of Mental Health Services, who in turn reports to the Chief Officer of the IJB (who for the NHS services, reports to the CEO of the NHS Shetland Health Board).

The Community Mental Health Team is supported by medical secretaries. There is dedicated secretarial support for the Consultant Psychiatrist. The post will have appropriate office accommodation with a desktop PC, a Tablet (iPad) and IT support including Internet access, e-mail and electronic shared diary facilities.

Mental Health Officers from the Adult Social Work team are linked to the CMHT.

Organogram

CAMHS

Psychiatric services for children and adolescents are part of Acute Services. There are visiting Consultants. The resident CAMHS team is 1.0 WTE CPN for children and adolescents, 1.0 WTE Clinical Associate in Applied Psychology, 1.0 Primary Link Worker and a monthly visiting Consultant Clinical Psychologist for Children. There is no on-call provision from the CAMHS consultants for emergencies.

Psychiatric Emergencies

Good proactive team work is designed to reduce presentations in crisis. However, at times of crisis the General Adult Consultant Psychiatrist will be asked to provide assessment and management for both adult and child presentations. This requires adaptation of planned care due to the small staff base in Shetland.

The CMHT operates a "Duty System" staffed by CPNs and a MHO (Mental Health Officer), who are first points of contact for psychiatric emergencies in the community and to support secondary care (Gilbert Bain Hospital). The CPNs and Consultants are expected to work alongside colleagues in the Acute sector to risk assess and manage patients requiring admission to the local hospital where there are no dedicated Mental Health staff.

Social care support services for people with mental health needs are provided from Annsbrae House. This service is an integral part of the CMHT and incorporates a skills centre, a supported housing complex and provides outreach services for people with mental health needs.

In-patient services for both adult and older adult patients are provided via a service level agreement with NHS Grampian at the Royal Cornhill Hospital in Aberdeen. While awaiting transfer to Aberdeen, patients with a psychiatric emergency may be cared for on the general medical ward at the Gilbert Bain Hospital. Close working relationships are maintained with the Grampian service and it is expected that the post holder will attend in person particular events and meetings on a pre-arranged basis to foster working arrangements. Second opinions and more specialised assessments and advice are available through Grampian services (for example Eating Disorders, Forensic, Liaison and Old Age Psychiatry).

The Mental Health team operates in a collaborative culture, in keeping with modern roles for Consultant Psychiatrists. There is a history of close multi-disciplinary and multi-agency working in Shetland, and the mental health team is a strong example of this. The Consultant plays a lead role in clinical supervision of the broad team. The team as a whole have been instrumental in developing the service to its present levels, and this post holder will be encouraged to continue this development. There are good relationships across the 3 island Boards and the North as a region (building on the already close links with the Grampian service in Aberdeen). As part of ongoing discussions to improve the resilience of the network, the postholder may be required to provide support to Orkney and the Western Isles.

There is scope for the pursuit of special interests by the post holder in collaboration with colleagues locally and in mainland services, and for linking into existing regional and national specialist networks.

Travel both within Shetland and the Scottish mainland for liaison, CPD and other related activities will be required. Educational and other clinical/ professional development activities in Grampian can be arranged subject to mutual agreement and might include undergraduate/postgraduate teaching.

Mental health services are managed by a Head of Service. This post holder is a key member of the joint management group for mental health, which includes local authority staff, and will work closely with the Head of Service to ensure the delivery of safe and effective mental health services. A larger partnership group meets to develop strategic plans for the service and to take a wider view of all aspects of mental health service provision. This group includes representation from users, carers and the voluntary sector.

Drug and alcohol services, currently provided via a partnership arrangement between NHS Shetland, Shetland Islands Council and local community-based organisations, have been redesigned following a recent review of mental health services. Other third sector services include a drop-in centre, supported employment project, Women's Aid and independent advocacy.

It is essential for the post holder to be eligible to be an Approved Medical Practitioner under Section 22 of the Mental Health (Care & Treatment) (Scotland) Act 2003. If the appointed Post Holder is not an approved Medical Practitioner under the terms of this Act then NHS Shetland will provide access to training to obtain this Certificate. It is expected that the Post Holder will take advantage of this opportunity at the earliest opportunity.

Section 3: Principal Duties

Consultant Psychiatrist

1. Provide a clinical service of consultation, advice, direction, investigation, management and liaison in Community Psychiatry for adults and the elderly. This will include both inpatients and outpatients in a range of care settings.
2. Assess and manage those presenting in crisis including children and those in Police Custody alongside other colleagues.
3. Provide clinical leadership and supervision to the CMHT and work collaboratively with the head of service.
4. Take a lead role in developing mental health services in Shetland.
5. Provide assessments and advice on patients in the care of medical and surgical colleagues and those attending accident and emergency with mental health problems.
6. Fulfil duties of an Approved Medical Practitioner under the Mental Health (Care and Treatment) (Scotland) Act, 2003.
7. Ensure quality standards are met through active participant in Clinical Governance and Clinical Risk Management, including implementation and audit.
8. Contribute to the teaching and training of students, trainees and multidisciplinary staff groups as appropriate.

Clinical Director

We are excited to be able to offer the opportunity to interview for the post of Clinical Director in General Adult Psychiatry alongside this post. Candidates will be asked to state if they would like to also interview for this post on application and at the time of interview.

Clinical Directors provide key clinical leadership in the development and implementation of strategy, implementation of clinical governance and clinical performance management, as well as promotion of effective multi-professional and multi-agency planning. They are a contributor to design and delivery of services and maintenance of effective relationships within the HSCP through which meaningful progress on the integration of Mental Health and Learning Disability Services can be achieved.

In this role, the applicant would be expected to be involved with patient safety and service development, and alongside the CMHT manager contribute toward staff management (including recruitment), Job planning and budget management.

The role comes with 2 sessions in addition to the main job plan, and is offered on an annual rolling contract basis separate to the main clinical role contract.

Governance

The Consultant Psychiatrist will be responsible for developing and maintaining clinical standards with the Mental Health team. They will report professional matters to the Medical Director. Relevant governance matters will be shared with our obligate network partners.

Performance

Yearly appraisal will formally evaluate performance of the role. Regular discussions will take place with the Medical Director for professional performance through the Mental Health Executive, and with the Head of Service for the delivery of the service.

Continuing Educational and Professional Development

The Board recognises this to be a crucial aspect of the appointment as part of its provision of high quality health care and responsibility for clinical governance. CEPD is undertaken not only in line with individual development plans, but also as part of departmental service development.

A medical library has been recently established and is rapidly evolving under the guidance of senior medical and nursing staff. Internet access to the e-library and an online retrieval system is available locally at each Consultant's dedicated PC. Arrangements exist to the extensive medical library at Aberdeen Royal Infirmary for research and study purposes not catered for in Shetland.

CEPD programmes are encouraged and take full advantage of study leave opportunities. Requests are considered flexibly to allow for the difficulties of off-island travel. The Board is at the forefront of video conference use as an innovative tool to support remote learning. In recognition of the potential difficulties of professional isolation the Board also looks favourably on short secondments to other Units, especially should they be designed to update clinical skills or to further develop clinical networks.

Research

Although research is not included as a part of the proposed duties of this post the Board will provide active encouragement for the post-holder to pursue any personal research interest as it would any area of appropriate professional development.

Leave

The post-holder will be entitled to 6.6 weeks' annual leave per year in addition to the 8 public holidays. Study leave of thirty days per triennium is allowed and there is funding available for approved study. There is recognition of the complexities of travel to educational events in mainland UK and this is taken into account when study leave is requested.

When the full establishment of two Psychiatric doctors is in place, post holders are expected to provide cross-cover for each other's leave/ absences and this needs to be co-ordinated to minimise the need for locums. This could occasionally include covering for colleagues in Orkney and Western Isles.

Work Programme

A job plan will be agreed between the post holder and the medical director. An indicative job plan comprising 7.5 Programmed Activities of direct clinical contact and 2.5 PAs for supporting professional activities is provided as follows:

Job Plan: Consultant Community Psychiatrist:

The job is offered as a full-time post on a 10 P.A. basis but applications will be considered from those wishing to work less than full-time including the possibility of work annualised hours (on a rotation). Substantive consultants are offered a minimum of 2.5 S.P.A. for personal and service development. Further SPA time can be incorporated into the job plan depending on the time required to support the leadership role.

Direct Clinical Contact	
6 or 7.5 sessions per week	<p>3 routine out-patient clinics per week:</p> <ul style="list-style-type: none"> • 1 session per clinic • Usually 1 new “routine” referral (1 hr) plus 4-5 return appointments (30 minutes) <p>2 urgent out-patient clinics per week:</p> <ul style="list-style-type: none"> • Split over the week 0.5 session /1 session • Usually “urgent” referrals only, plus CPA and mandatory MHA review appointments. <p>1 MDT Clinical Meeting:</p> <ul style="list-style-type: none"> • Triage of referrals, case discussion, case supervision. <p>2 Clinical Admin:</p> <ul style="list-style-type: none"> • 2 sessions split over the week 0.5/0.5/1
Supporting Professional Activities	
Optional 1.5 sessions	<p>Clinical Director Role</p> <ul style="list-style-type: none"> • Work with CMHT and Executive leads • Clinical Leadership to the whole team and wider organisation • Clinical Governance and service development • Alongside service manager, support management of the medical staff in CMHT including recruitment, job planning, budget management, training and supervision.
2 sessions per week	<p>1 session for CPD/ revalidation/ appraisal requirements</p> <p>1 sessions for duties including attendance and contribution to (as an example):</p> <ul style="list-style-type: none"> • Mental Health Department Managers Meeting • Mental Health Executive Meeting • Service Development • Shetland Mental Health Partnership Meeting • Consultant Group Meeting • Government Review/ Mental Health Implementation Group

On-Call

As part of your duties there is a proportionate share of the on-call which would attract EPAs as appropriate.

Section 4: Terms and Conditions of Service

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

Type of Contract	Substantive
Grade and Salary	Consultant £96,963 - £128,841 per annum based on seniority (pro-rata for part time post). Plus eligibility to the following allowances: 8% supplement for on call work in Shetland Distant Islands Allowance of £2256 per annum
Hours of Work	10 programmed activities (7.5 DCC:2.5 SPA) Availability arrangements to be agreed
Tenure	Permanent
Location	Lerwick Health Centre (travel to other locations as required)
Notice Period	3 months from either party
Annual Leave	6.6 weeks per annum (33 days) (pro rata for part time) e.g. 0.58 wte provides 17.3 Days AL
Public Holidays	8 statutory public holidays each year (pro rata for part time) e.g. 0.58 wte provides 4.6 + 2 days
Other Leave	Details of other types of leave including study leave, sick leave and special leave can be found in Section 7 of the Terms and Conditions of Service for Consultant Grade (Scotland). e.g. for part time Consultants, 13 weeks CPD will incorporate 24 days AL/PH and any other leave combined Leave during 4 week rotation in Shetland will be by exception, on a time back basis where necessary to meet demands of the service.
Superannuation	New entrants to NHS Shetland who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to "opt out" arrangements can be made to do this via: www.sppa.gov.uk
General Provisions	You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with Consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions, you are expected to observe the organisation's agreed policies and procedures and to follow the standing orders and financial instruction of NHS Shetland, in particular, where you manage employees of the organisation, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.
Confidentiality	All information regarding patients, staff personal information that employees may learn in the course of their duties must be treated as confidential. Unauthorised disclosure may lead to disciplinary action.
Relocation Expenses	Relocation assistance is provided up to £8,000 (for full time contract holders only).

	Accommodation ¹ will be provided for Consultants who take part time contracts and Shetland is not their permanent residence.
Travel Expenses	Details of travelling expenses and mileage allowances payable can be found in Section 8.2 of the Terms and Conditions of Service for Consultant Grade (Scotland). Travel for work (ie home visits and outreach clinics) will be reimbursed at the appropriate rate.
Tobacco Policy	NHS Shetland operates a No Smoking Policy in all premises and grounds.
Health Screening	All offers of appointment are subject to an Occupational Health screening undertaken by the Board's in-house service. Candidates invited for interview will be provided with a medical questionnaire for completion and may be asked to have a medical examination. The post is exposure prone and evidence of immunity to Hepatitis 'B' is required.
Disclosure Scotland	This post is considered to be in the category of "Regulated Work" and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG)
Confirmation of Eligibility to work in the UK	NHS Shetland has a legal obligation to ensure that it's employees, both EEA and non EEA nationals, are legally entitled to work in the United Kingdom. Before any person can commence employment within NHS Shetland they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work for which they are applying. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until right to work in the UK has been verified.
Rehabilitation of Offenders Act 1974	The Rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as "spent" after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are "spent" under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Shetland. Any information given will be completely confidential.
Medical Negligence	In terms of NHS Circular 1989 (PCS) 32 dealing with medical negligence the Health Board indemnity will cover only Health Board responsibilities. Paragraph 63 of the General Medical Council's Good Medical Practice requires you to have adequate insurance or indemnity cover. You may wish to consider taking out additional medical indemnity e.g. with a Medical Defence Organisation to ensure that you have indemnity for the whole of your practice.
Principal Base of Work	Gilbert Bain Hospital
Social Media Policy	You are required to adhere to NHS Shetland's Social Media policy, which highlights the importance of confidentiality, professionalism and acceptable behaviours when using social media. It sets out the organisation's expectations to safeguard staff in their use of social media.

¹ During the time when the Consultant is working in Shetland covering the roster (i.e. up to 17 weeks or whatever the negotiated number of weeks are in the contract) to provide direct patient care and is subject to "Benefit in Kind" tax.

Section 5: Contact information

Interested applicants are most welcome to contact the relevant departments for additional information and to discuss the specifics of the post.

Jo Robinson by email michaela.goodlad2@shetland.gov.uk or via phone 01595 74 4343.

Section 6: Working for NHS Shetland

Who are we?

NHS Shetland is an integrated NHS Board providing primary care, community mental health and hospital secondary care services.

Mr Brian Chittick - Chief Executive

Dr Kirsty Brightwell - Medical Director

Mrs Kathleen Carolan - Director of Nursing and Acute Services

Ms Jo Robinson - Director for Health and Social Care

Ms Rhona McArthur and Mrs Karen Smith – Joint CMHT Managers

The NHS Board determines strategy, allocates resources and provides governance across the health system working in partnership with the Integrated Joint Board for Health and Social care services.

About NHS Shetland

NHS Shetland is the most northerly Health Service in the country and a unique setting in which to develop your career. We are, of course, a small organisation, with about 690 staff looking after the health needs of some 23,000 people spread across 15 islands. However, what we lack in size, we more than make up for by way of the tight-knit, highly professional ethos that characterises every aspect of our operations. Local Hospital and Community Services are provided from the Gilbert Bain Hospital. In addition, visiting consultants from NHS Grampian provide out-patient clinics as well as in-patient and day-case surgery to supplement the service provided by our locally-based Consultants in General Medicine, General Surgery, Anaesthetics and Psychiatry. We have a progressive agenda in Shetland and work in partnership, not only with other local stakeholders but with the NHS in Scotland as a whole and NHS Grampian in particular.

Our job - your job should you wish to join us - is to provide healthcare services to, and strive to improve the overall health of, the population of this most delightful part of the British Isles. As well as the Gilbert Bain Hospital there are Local Community Services, which are provided via GPs and Community Nurses, Dentists, Pharmacists, Allied Health Professionals and Social Care Workers working from one of our ten Health Centres or Care Homes and other locations including mobile units and schools. All in all, you'll find a superb degree of professionalism allied to a practical, resolute approach to the challenges of providing healthcare in a northern island setting.

Working at NHS Shetland

What's it like to work in the Health Service in Shetland? Well, the remote and rural nature of our service brings its own challenges, however you can be assured that the facilities and equipment are as good as any you'll get on the mainland. Moreover, the friendliness and professionalism of your new colleagues will help you quickly to find your feet and feel at home in your new surroundings.

Living in Shetland

We cheerfully admit that Shetland is not for everyone, but if you value working in a team, providing a broad range of clinical interventions and living in one of the most beautiful parts of Scotland then Shetland may be for you.

What we can offer you

Working with NHS Shetland offers a variety of opportunities and benefits:

- Access to the NHS pension scheme
- Assistance relocating to Shetland
- NHS Shetland is an equal opportunities employer and promotes work-life balance and family-friendly policies
- A beautiful setting to live and work and to take time out after a busy day or week
- Access to a transport network offering easy travel links to the rest of the UK and Europe, as well as international options
- Part time staff will be provided with accommodation for the blocks of time that they are working in Shetland along with the cost of travel to and from Shetland covered

Teaching and Training Opportunities & Research

Continuing education and professional development (CEPD)

The Board recognises this to be a crucial aspect of the appointment as part of its provision of high-quality health care and responsibility for clinical governance. CEPD is undertaken not only in line with individual Personal Development Plans but also as part of departmental service development.

A medical library has recently been established and is rapidly evolving under the guidance of senior medical and nursing staff. Internet access, the e-library and an on-line retrieval system is available locally. Arrangements exist for access to the extensive medical library at Aberdeen Royal Infirmary for research and study purposes not catered for in Shetland.

CEPD programmes are encouraged and take full advantage of study leave opportunities. Requests are considered flexibly to allow for the difficulties of off-island travel. Opportunities for remote access to training and peer support are also available. In recognition of the potential difficulties of professional isolation the Board also looks favourably on short secondments to other units, especially if designed to update clinical skills or to further develop clinical networks.

Clinical audit is regarded as an integral part of the CEPD package: some assistance and guidance in performing clinical audit is available from the Clinical and Governance Team. Inter-departmental meetings are being developed to capitalise on local expertise and to enhance cross-fertilisation of

knowledge and videoconferencing is used to access Deanery and Royal College Programmes. Inter-disciplinary ward 'mortality and morbidity'/governance meetings are currently scheduled every two weeks.

We enjoy close links with the University of Aberdeen whose Medical School is renowned for preparing its medical students to become doctors. We provide teaching and training opportunities for junior doctor and other professional groups.

Governance arrangements for part time Consultants undertaking CEPD:

The Consultant remains an employee with NHS Shetland but will have an honorary contract with another Board (for example NHS Grampian) to undertake clinical practice, participate in research and CEPD during the paid 13 weeks not working in Shetland.

The Consultant will be indemnified by NHS Shetland and under an honorary contract arrangement, but is still advised to hold membership of an appropriate Medical Defence Organisation.

The Consultant is expected to abide by NHS Shetland policies and procedures when working in Shetland and those of the alternative Board e.g. NHS Grampian's if working in Grampian.

The Consultants Responsible Officer is the Medical Director of NHS Shetland. The Consultant is expected to fully comply with Appraisal and Revalidation and any other statutory requirements.

Complaints and disciplinary procedures will be undertaken by the Board/Trust in which the events took place. There will be close links maintained by the Medical Director (NHS Shetland) and Clinical Leads for Acute Medicine (in the Board/Trust hosting the honorary contract) to ensure that there is oversight/shared governance for the arrangement, this includes sharing information that is relevant for appraisal.

Our vision, values and strategic aims

We strive to provide high quality, safe, effective and person centred healthcare, continually improving clinical outcomes for patients who use our services and for our population as a whole.

To achieve this, we are committed to ever-closer integrated working with patients and our other partners in healthcare and to embedding a culture of continuous improvement.

We have identified five strategic objectives to ensure we can deliver safe, effective and person-centred health and social care:

1. To improve and protect the health of the people of Shetland
2. To provide quality, effective and safe services, delivered in the most appropriate setting for the patient
3. To redesign services where appropriate, in partnership, to ensure a modern sustainable local health service
4. To provide best value for resources and deliver financial balance
5. To ensure sufficient organisational capacity, capability and resilience

Vision

To deliver sustainable high quality, local health and care services, that are suited to the needs of the population; to make best use of our community strength, community spirit and involvement; for people to make healthy lifestyle choices, and use their knowledge and own capacity to look after themselves and each other.

Values

Person centred - in the partnerships between patients, their families and those delivering healthcare services we respect individual needs and values and demonstrate care and compassion, continuity, clear communication and shared decision-making.

Safe - avoiding injury or harm, in an environment that is clean and safe.

Effective - the most appropriate treatments, interventions, support and services provided to everyone who will benefit.

Efficient - making best use of available resources, and the eradication of wasteful or harmful variation.

Equitable - taking account of and valuing diversity, promoting equality and fairness.

Timely - linked to effective: services in the right place at the right time, reducing waiting times wherever possible.

Sustainable - using resources responsibly, to continue to provide services locally.

Ambitious - always striving to be better for our patients, staff and service

Geography 60° North

The Shetland Isles lie scattered like the pieces of an elongated puzzle some 93 miles (150 km) north of the Scottish Mainland. The capital, Lerwick is 211 miles (340 km) from the Scottish port of Aberdeen and only about 18 miles (29 km) more than this from Bergen in Norway and Torshavn in the Faroe Islands.

The 60-degree line of latitude lies across the South Mainland of Shetland, passing through the small island of Mousa with its famous broch. There are over 100 islands ranging in size from the large island of Mainland (351 square miles/909 square kilometres) to the numerous small skerries and islets along the coast.

The distance from Sumburgh Head, the most southerly tip of Mainland, to Hermaness at the most northerly tip of Unst, is about 70 miles (113 km). North of Unst lies Muckle Flugga with its lighthouse perched 192ft (59m) above sea level; the most northerly inhabited island in the British Isles.

Fair Isle is 24 miles (39 km) south-west of Sumburgh Head and lies mid-way between Shetland and Orkney. Foula, off the West Mainland, is about 18 miles (29 km) west of Walls.

Travelling to Shetland

Shetland lies at the crossroads of the North Sea and the North Atlantic, virtually equidistant from Aberdeen, Bergen in Norway and the Faroe Islands, and there are frequent, efficient air and sea services through Aberdeen.

Most major airports and cities in the UK have scheduled flights to Shetland through Aberdeen (50 minute flight), Edinburgh (1hour 20minutes) and Glasgow (1hour 30 minutes). Northlink Ferries currently operate car ferries seven days a week direct from Aberdeen to Shetland on Mondays, Wednesdays and Fridays (via Orkney on Tuesdays, Thursdays, Saturdays and Sundays) in comfortable, well-appointed vessels. There are also connections to Scrabster in Caithness (via Orkney).

The ferry journey from Aberdeen to Shetland takes between 12-14 hours, leaving Aberdeen at 1900 hours direct (1700 via Orkney) and arriving in Shetland 0730 hours the following morning. The return journey similarly leaves Lerwick at 1900 hours direct (1730 via Orkney).

In the summer an air service connects Bergen with Sumburgh Airport.

Links

NHS Shetland Website: www.shb.scot.nhs.uk

NHS Scotland Jobs and Online Application System:
<https://apply.jobs.scot.nhs.uk/vacancies.aspx?chkDivision=173>

Shetland Islands Council: www.shetland.gov.uk

Section 7: General Information for Candidates

Data Protection Act 1988

Please note that any personal information obtained from you throughout the recruitment process will be collected, stored and used in line with the Data Protection Act 1998. Information will be available to the recruiting manager and to Human Resources staff.

Counter Fraud

NHS Shetland is under a duty to protect the public funds it administers, and to this end will use the information you have provided on your application form for the prevention and detection of fraud. It will also share this information with other bodies responsible for auditing or administering public funds for these purposes. More detail on this responsibility is on the NHS Shetland intranet (Counter-Fraud and Theft page) and further information is available at <http://www.audit-scotland.gov.uk/work/nfi.php>.

References

Jobs are only offered following receipt of two satisfactory written references. At least one reference must be from your current/most recent employer 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.

Disclosure Scotland

Where a Disclosure or Protection of Vulnerable Groups Check is deemed necessary for a post the successful candidate will be required to undergo an appropriate check. Further details on the Recruitment of Ex-Offenders are available from the recruitment centre.

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.ind.homeoffice.gov.uk

Job Interview Guarantee Scheme

As a Disability Symbol user, we recognise the contribution that all individuals can make to the organisation regardless of their abilities. 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.

Overseas Registration and Qualifications

NHS Shetland will check you have the necessary professional registration and qualifications for this role. You will need to provide an official translation of qualifications, notarized by a lawyer of your overseas qualifications to be checked by the recruiting panel. Please ensure that this is available before applying for the post.

Workforce Equality Monitoring

NHS Shetland is committed to supporting and promoting dignity at work by creating an inclusive working environment. We believe that all staff should be able to fulfil their potential in a workplace free from discrimination and harassment where diverse skills, perspectives and backgrounds are valued.

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

Equal Opportunities Policy Statement

NHS Shetland considers that it has an important role to play as a major employer and provider of services in Shetland and accepts its obligations both legal and moral by stating its commitment to the promotion of equal opportunities and elimination of discrimination.

Our Equal Opportunities in Employment policy can be viewed at:

<http://www.shb.scot.nhs.uk/board/policies/hr-recruitment.pdf>

<http://www.shb.scot.nhs.uk/board/equality.asp>