



Live NHS

Fife

to the fullest

Discover NHS Fife





NHS Fife - Living Life to the Fullest

When we choose a career with the NHS, we choose to make a difference...

But to do our best work, we need to be at our best.

That's why at NHS Fife we strongly believe that a fulfilling career helping people to live long and healthy lives should never mean choosing between our work and home lives or compromising our career and personal ambitions.

We want the communities we serve to live life to the fullest in every way and an important part of that is living Fife to the fullest.

Whether you're new to Fife, or indeed Scotland, or perhaps you've lived here all your life, there is always something new and inspiring to discover about life in the Kingdom of Fife.

Our mission is to transform health and social care in Fife to be the best – if you choose to progress your career with NHS Fife (and we hope you will), you'll enjoy all the support you need to innovate, excel and truly make a difference in your field – while striking that work life balance we all desire.

So, whether it's work life, family life, social life or lifelong learning... read on to find out how you could be living life to the fullest with a career with NHS Fife.



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 serves.

NHS Fife is one of 14 Regional NHS Boards in Scotland. The organisation provides healthcare to around 370,000 people and employs just over 8,500 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.

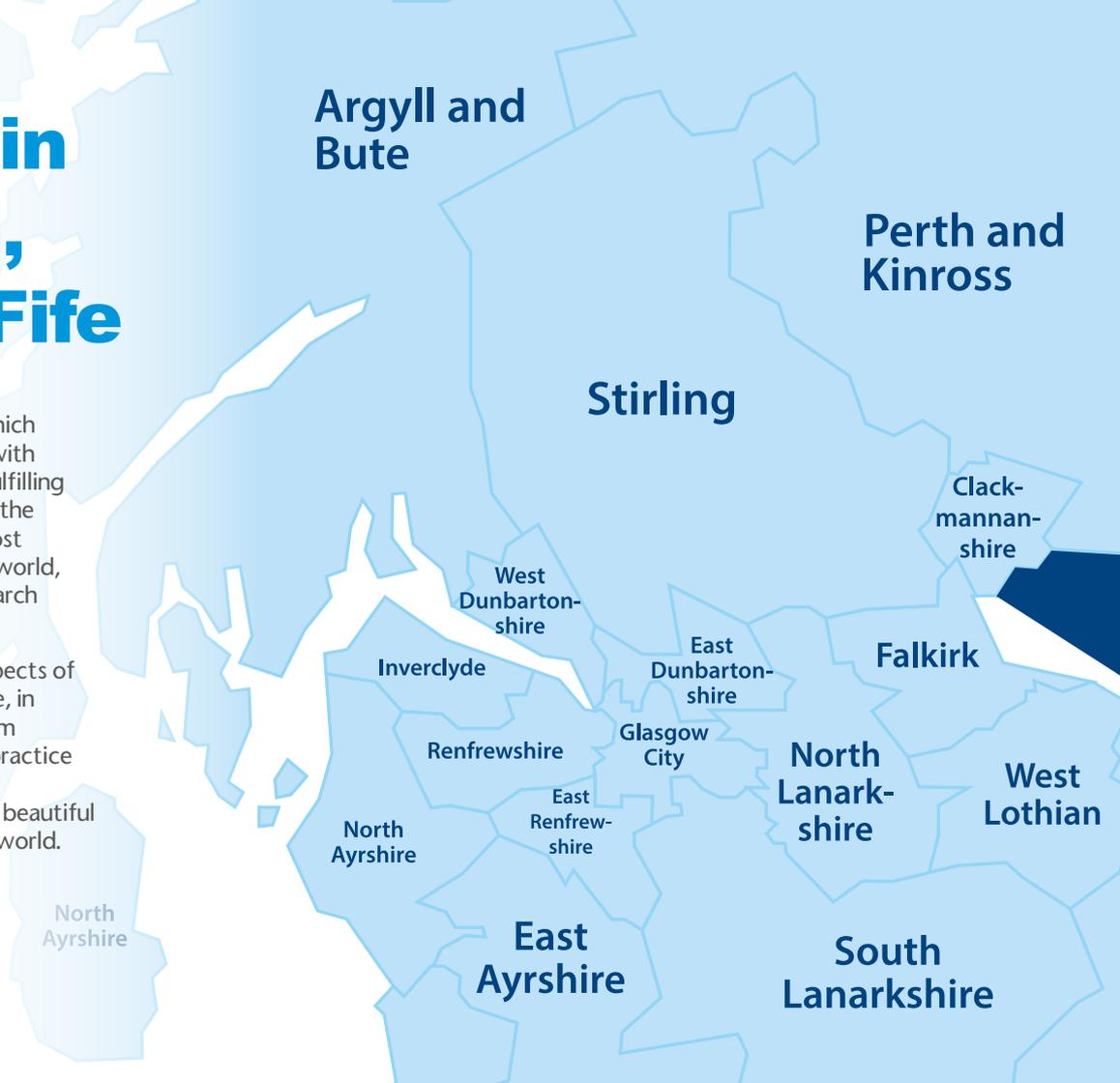


NHS Fife offers over 300 career opportunities: from Doctors to Diagnostic Radiographers, Physiotherapists to Porters and Engineers to Laboratory Technicians. We have over 8,500 staff, a team of dedicated and driven colleagues, working together to transform health and care in Fife to be the best.”

Working in Scotland, living in Fife

Scotland is a great country in which to make a career in healthcare, with opportunities for a varied and fulfilling working life. Here, you will have the chance to work in one of the most advanced health services in the world, in a country with a medical research record second to none.

There are opportunities in all aspects of modern healthcare and medicine, in all types of settings, ranging from ultra-specialised, cutting-edge practice to working at the heart of your community in some of the most beautiful and inspiring countryside in the world.





Moving to Scotland and NHS Fife was the best decision for progressing my career. I have been empowered to introduce new services in Fife and develop my surgical skills.

NHS Fife combines built-for-purpose clinical venues and very friendly staff dedicated to patient focussed care.

Fife is a region of unique natural beauty, perfect for bringing up a young family."

Petros Tsafarakidis,
Consultant Urological Surgeon



Fife is a fantastic place to live and NHS Fife is a great place to work."

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.

Leading the way in a range of areas, NHS Fife has produced a number of pioneering programmes and cutting-edge projects which have become Scottish 'firsts'.

For those with an interest in research, there is a wide range of support, practical advice and information on offer.

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.



The facts of Fife

Population

Around 370,000
- Fife represents
nearly 7% of the total
population of Scotland

Region

East Coast, Scotland
1,235 sq. km

Average property prices*

Flat £97,271
Terraced £136,278
Semi-detached £159,993
Detached £294,982

*Correct: March'19. Source: home.co.uk



Largest towns

Kirkcaldy,
Dunfermline
and Glenrothes

Local authority

Fife Council – the
third largest local
authority area
in Scotland

Schools in Fife

123 primary schools
18 secondary schools

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 under half an hour by car.





I moved back to Scotland from the University of Toronto in 2017 and chose to work in NHS Fife and the University of St Andrews, inspired by the way both organisations were working together to improve clinical care through internationally excellent research and education, supported by world-class infrastructure.”

Professor Frank Sullivan, Professor of Primary Care Medicine; Medical School Director of Research, University of St Andrews



Active Fife



The Scottish National Waterski Centre, near Dunfermline



Balgove Larder Farm Shop, St Andrews



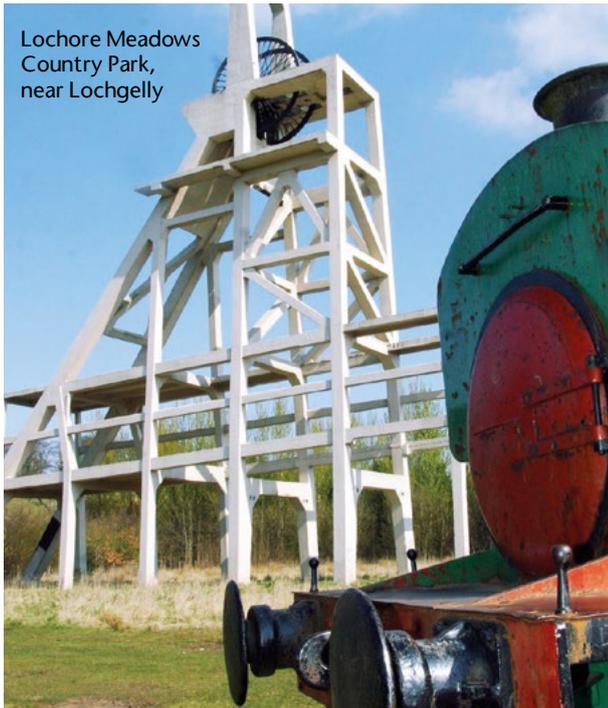
Old Course, St Andrews



Beach, St Andrews

A slice of life in Fife

If you like outdoor pursuits, you'll love Fife, where you're never far from hills, mountains, lochs and the sea. Test your balance at the Waterski and Wakeboard National Training Centre in Dunfermline or sign up for horse-riding lessons in one of the many local riding schools. Those looking for more high-octane pursuits can test their nerve by taking part in stock car racing at Cowdenbeath Racewall or witnessing the famous 'Fife Flyers' ice hockey team at the Kirkcaldy Ice Arena.



Lochore Meadows
Country Park,
near Lochgelly

Fife also boasts one of the UK's most comprehensive cycling networks with over 350 miles of sign-posted cycle paths over various terrains, much of this encompassing the Fife Coastal Path – 117 miles of unrivalled walking territory. Add to this Fife Cycle Park, Scotland's first cycling circuit, a network of modern sports facilities, swimming pools, galleries and museums and you'll never be at a loose end.

Foodie Fife

And after all the sporting activity and culture, to top it all off, we can offer some of the best food and drink in the world. Here in the Kingdom, we are rightfully proud of our food offering. Our farmland is second to none and supports grazing herds of buffalo and deer, as well as uninterrupted fields filled with berries and broccoli. Our bustling farm shops and farmers' markets boast delicious breads and cheeses from artisan producers, alongside award-winning buffalo steaks, venison and pork. Add in some of the finest seafood restaurants along our coast and you have a recipe for a great place to live and work.

Well connected

Fife reflects Scotland's rich and lengthy history. We've been welcoming and trading ideas with the world for centuries and continue to be a cosmopolitan and well-connected place to live and work.



Getting to 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.

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.



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 bike

Fife has around 300 miles of on- and off-road cycle routes – bring your own bike or hire one locally.

The Fife Coastal Route is a National Tourist Route which runs 85 miles around the coast of the region. A cycle to work scheme runs annually to encourage staff to purchase bikes at a discounted rate to use for commuting.



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.



By ferry

Direct routes on Scottish ferries operate from Ireland to ports in the West Coast. From there,

you can take public transport or drive to Fife, which is around 90 miles (145km) from Troon and 140 miles (225km) from Cairnryan. Ferries also run from the Netherlands to Newcastle in the north east of England, which is also around 140 miles away.



Lifelong learning

Scotland has more world class universities per head of population than anywhere else in the world and offers over 4,500 courses in more than 150 subject groupings at undergraduate and postgraduate level.

Scotland is home to 15 campus-based universities, as well as the Open University in Scotland and three small, specialist institutions; the Royal Conservatoire of Scotland, Glasgow School of Art and Scotland's Rural College (SRUC).

Three key features of Scotland's higher and further education system, which makes it a destination of choice, include the quality of education underpinned by world-class research, the tremendous breadth of learning on offer and a focus on employability.

Scotland's distinctive higher education system also has 26 further education institutions (HEIs) or colleges which includes the Kingdom's own Fife College.

University life



Fife is within an hour's commute of the majority of Scottish Universities; Dundee, Abertay, UHI Perth, Edinburgh, Napier, Heriot-Watt, Queen Margaret, Stirling, Glasgow, Strathclyde and GCU are all in easy reach with excellent public transport links.

The University of Dundee's School of Nursing and Health Sciences has a campus in Kirkcaldy. The campus has a community feel and its own clinical skills centre with strong links to NHS Fife.

Fife is also home to Scotland's first university, the University of St Andrews, founded in the 15th century, it is the third oldest in the English speaking world.



The University of St Andrews has been ranked the top university in Scotland and second to Cambridge in the UK"

Higher education league table, June 2019

College life



Fife College operates within the heart of Fife's communities with campuses across Fife, located in Dunfermline, Rosyth, Glenrothes, Levenmouth and Kirkcaldy.

The college provides education and training for 6,000 full-time and 14,000 part-time students

and offers a wide range of inspirational learning experiences from essential skills to graduate degree programmes.



Fife College's ambition is to provide all of our students with learning opportunities that are tailored to their own aims, aspirations and circumstances and help to transform their lives"

- H St Andrews Community Hospital
- H Adamson Hospital
- H Stratheden Hospital
- H Glenrothes Hospital
- H Cameron Hospital
- H Randolph Wemyss Memorial Hospital
- H Whyteman's Brae Hospital
- H Victoria Hospital
- H Lynebank Hospital
- H Queen Margaret Hospital



Our hospitals and healthcare facilities

There are two main hospitals in Fife:

Victoria Hospital, Kirkcaldy - Specialist and Acute services are based on the Victoria Hospital site. These include Accident & Emergency, Admissions units, Maternity and Children's Services, Renal, Surgical and Medical wards and the Diabetes Centre.

A wide range of support services are also based on site, including NHS Fife Laboratories.

Queen Margaret Hospital, Dunfermline - Queen Margaret Hospital is home to a number of community and therapy services, alongside a Minor Injuries Unit and state-of-the-art diagnostic and treatment centre, which includes the Regional Endoscopy Unit.

These two main hospitals are supported by a network of Community Hospitals:

- Adamson Hospital, Cupar
- Cameron Hospital, Windygates
- Glenrothes Hospital, Glenrothes
- Lynebank Hospital, Dunfermline
- Randolph Wemyss Memorial Hospital, Buckhaven
- St Andrews Community Hospital, St Andrews
- Stratheden Hospital, Springfield by Cupar
- Whyteman's Brae Hospital, Kirkcaldy

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.

“ I've had a long and rewarding nursing career with NHS Fife. I've received constant opportunities and support to develop my career and achieved great job satisfaction. Clinical teams and supporting services are friendly and everybody pulls together to achieve positive outcomes for patients. I love living and working in the 'Kingdom' with all it has to offer. ”

Heather McKellar, Senior Charge Nurse

Firsts for 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.

Premature baby simulator in Fife first of its kind in the UK

JAN '19

NHS FIFE TO BID FOR STATE-OF-THE ART ORTHOPAEDIC CENTRE

FEB '19

Three Fife healthcare workers awarded prestigious Queen's nursing accolade

DEC '18

**HIP REPLACEMENT PATIENT IS BACK HOME IN 11 HOURS
THANKS TO NHS FIFE'S REVOLUTIONARY PILOT**

DEC '18

Life-changing diabetes technology approved for use in Fife

SEP '18

NHS Fife microbiologists receive national award for 30 minute flu test

APR '18

World-leading framework for Huntington's Disease launched in Fife

JUN '18

NHS Fife's award winning frailty project in national spotlight

JUL '17



Fife is big enough to offer plenty of challenges professionally but small enough that I can influence strategic decisions, and combine this with the clinical work that I am passionate about.

The biggest selling point for me is the people; the colleagues that you work with here are incredibly dedicated but also fun, friendly and welcoming.”

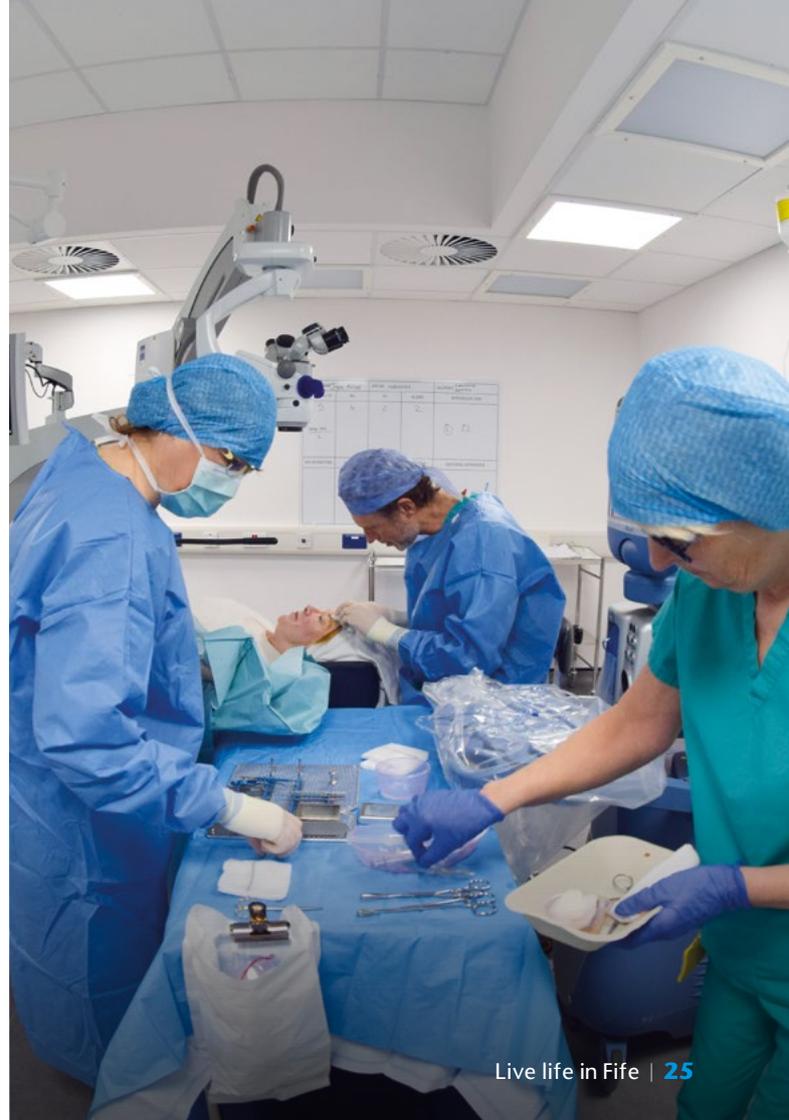
Dr Steinunn Boyce,
Consultant in Palliative Medicine

Life-changing research

Scotland has a strong tradition of medical and biosciences research, with our universities consistently in the top 100 world rankings. We're also home to one of Europe's largest life science clusters, with more than 650 organisations employing over 35,000 staff, who produce world-leading research, development and manufacturing.

Fife is home to the University of St Andrews and also has strong teaching and research links with universities in Dundee and Edinburgh, as well as local colleges.

Founded in the 15th century, St Andrews is Scotland's first university and the third oldest in the English-speaking world. In 2016, NHS Fife worked with the University to deliver Scotland's first Graduate Medical Programme - 'ScotGem'. The programme has a particular focus on the recruitment of Scottish graduates to increase the likelihood of medical trainees remaining in Scotland, particularly in more rural and remote areas, helping to meet the current and future needs of the country's NHS.



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.





I am a consultant in NHS Fife and love my clinical work. One of the things that I know will sustain me over the decades to come, is my research interest and activities, which are driven and informed by my day-to-day clinical experiences.

I am greatly appreciative of the support I've had from the extremely knowledgeable, experienced and approachable R&D team."

Dr Jo Bowden,
Consultant in Palliative Medicine and
NRS Career Researcher Fellow

A lifetime of opportunities

The NHS offers a huge range of exciting and challenging opportunities for people who are passionate about making a difference.

No matter which area of NHS Fife you join, you will become part of a talented, passionate team of people committed to providing the best care and treatment to patients. You will also enjoy one of the most competitive and flexible benefits packages offered by any employer in the UK.

There are numerous ways to find out about the opportunities available with NHS Fife:

- Online – all of our vacancies are advertised on www.jobs.scot.nhs.uk where you can view job specifications and download an application pack.
- In the local press.
- In local job centres.
- On social media at facebook.com/nhsfife





NHS Fife has provided me with an invaluable amount of support over my four years of working in the service.

This support, from my peers to management, has allowed me to develop and grow, and I have become a more confident and experienced clinician.”

Kerry Moffat, Podiatrist



Queen Margaret Hospital, Dunfermline



Porter



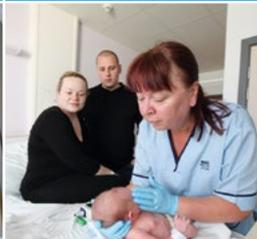
Midwife



Pharmacist



Diagnostic Radiographer



Maternity Support Worker



Dentist



Optometrist



Doctor



Administrative Assistant



Nurse



Biomedical Scientist



Psychologist

All walks of life

Around 8,500 people are employed in NHS Fife. With more than 300 different careers, there is a job for you no matter what your interests, skills or qualifications.



Reflecting our diverse local communities, we encourage people from a wide variety of backgrounds to work with us, who actively embrace our values of dignity, respect, care and compassion. This helps us to create a workplace culture of fairness and transparency, enabling us to deliver our services with passion and commitment.”

Bruce Anderson, Head of Staff Governance

Work life balance

The NHS recognises the importance of a healthy balance between work and home life. 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.

Flexible working means that:

- part-time roles and job-share opportunities are often available, as well as term-time only, evening and weekend positions
- the NHS may also be able to help with childcare, including nursery care and emergency care
- if you are studying for a qualification, raising a family, or juggling other responsibilities, we will do everything we can to enable you to combine these commitments with your work
- many people in the NHS take an extended break to look after young children or other dependants who need special care
- you will also have access to occupational health services, such as counselling and physiotherapy.





A rewarding life

Pay and conditions

Everyone who joins NHS Fife is guaranteed a salary that matches their ability and responsibilities, and is given every opportunity to increase this through training and development.

The NHS pay system, known as Agenda for Change (AfC), applies to all staff, except doctors, dentists, and very senior managers, whose pay and conditions are negotiated nationally. Benefits include:

- a standard working week of 37.5 hours
- pay enhancements to reward out-of-hours, shift and overtime working
- holiday entitlement of 27 days a year, plus 8 general and public holidays, rising to 29 days after 5 years of service, and 33 days after 10 years of service
- better career and pay progression based on the application of knowledge and skills
- annual personal development reviews to support career aspirations.

Join one of the UK's best pension schemes

The NHS Pension Scheme is one of the most generous and comprehensive in the UK. Every new employee automatically becomes a member and you will get an excellent package

of pension benefits, fully protected against inflation and guaranteed by the government.

Depending on your own circumstances, it may not suit you to join the NHS pension scheme of course and you may opt out if this is the case.

Life goals

The NHS is committed to offering learning and development opportunities for all full-time and part-time employees. No matter where you start within NHS Fife, you will have access to extra training and will be given every chance to progress within the organisation.

You will receive an annual personal review and development plan to support your career progression, and you'll be encouraged to progress through the Knowledge and Skills Framework.

NHS Fife is also committed to developing our young workforce for future roles in health and social care, by providing a wide range of employment and apprenticeship opportunities for young people across the organisation.



Our Vision

The people of Fife live long and healthy lives

Our Mission

Transforming Health & Care in Fife to be the best

Our Values

Safety First
Dignity and Respect
Care and Compassion
Excellence
Fairness and Transparency







NHS Fife

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www.nhsfife.org

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If you would like further support, information or an accessible format please contact:

NHS Fife Equality and Human Rights Department

T: 01592 729130 | E: Fife-UHB.EqualityAndHumanRights@nhs.net | www.centreforequalities.org.uk

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