



**Falkland Islands Government
Chief Medical Officer**

June 2011

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Introduction from David Jenkins, Director of Health & Education

Dear Applicant,

Thank you for your interest in the post of Chief Medical Officer.

The Islands are a unique environment. A small community of roughly 3,000 people with a British way of life in an area two thirds the size of Wales, the Islands have excellent services, low crime and incredible wildlife (a place 'where nature is still in charge'). For those with a sense of adventure it provides opportunities which are hard to match.

With good general standards of health within the Falkland Islands, the Falkland Islands Government Health Service is responsible for the provision of all preventative and treatment health services in the Islands, including dental care. These services are offered through the King Edward VII Memorial Hospital. We now arrive at an exciting juncture and are seeking a new Chief Medical Officer to help us drive our services and standards forward.

Flexibility will be key to the CMO's success. Working with a variety of key stakeholders including the MoD and general public, the CMO will have to adapt from shaping policy and standards, to providing clinical care to the local population. We are a close knit team on Falkland and as such require a strong team player who will also have the skills and aptitude to lead others and mould a vision for the Island's clinical services.

If you have drive and initiative, coupled with a clear record of achievement in relevant fields, and a sense of adventure then we'd like to share the excitement of our Islands with you.

Yours sincerely

David Jenkins
Director of Health & Social Care

Background Information

The Falkland Islands Government provides the whole range of public services to the Falkland Islands (resident population c.3,000 plus 2,000 military garrison and contractors), employing approximately 600 staff.

The Islands have flourished in the years since the 1982 conflict, with strong economic growth and excellent community facilities and overall quality of life, which is comparable to that of the UK. Due to the strength of financial reserves and the impact of the current oil exploration activity the Government is faring the present recession well.

The contract package for this post, in addition to salary, gratuity and low tax levels includes provision of government housing (a rent is charged for this), air fares including for annual leave for employee and family and education allowances.

The post provides a fantastic opportunity to work at the most senior level in a small government and hospital with considerable scope to develop policy and practice.

The post is offered on a three year contract, potentially renewable for two years by mutual agreement and comes with a substantial benefits package.

The Government is willing to consider secondment arrangements for the post.

Post of Chief Medical Officer

The Falkland Islands Government Department of Health, Education and Social Services provide primary, community and secondary healthcare in the Falkland Islands as well as social services to vulnerable people in the community. It also provides a range of benefits for those most in need. Most services are offered via the King Edward VII Memorial Hospital (KEMH) in the Islands capital, Stanley.

Our mission is to provide high quality, cost-effective health and social services which address the identified needs of the populations we serve, in order to preserve life, treat illness and promote lifelong well-being.

The resident population of the Islands is approximately 3,000. We also provide secondary care services to a further 2,000 military personnel and associated civilians at Mount Pleasant Airfield, 35 miles south-west of Stanley. We offer urgent and emergency care services to approximately 50,000 people who visit the islands each year. These include the crews of the foreign fishing vessels who fish in South Atlantic waters.

The service is headed by the Director of Education, Health and Social Services, who is responsible to the Chief Executive of the Falkland Islands Government. Overall clinical responsibility lies with the Chief Medical Officer (CMO) who is also the Government's adviser for all clinical and public health matters.

The general standard of health in the Islands is good, with a pattern of disease similar to that of most developed countries. There are slightly lower rates of cancer generally but higher rates of lung disease. There are also significant levels of mild to moderate mental health problems and alcohol abuse. To date, problems of drug misuse are virtually unknown, as is HIV/AIDS. In recent years, there has been a significant increase in the elderly population (approximately 87% in 10 years) coupled with an increasing birth rate, creating an inevitable increase in demand on health and social services.

All medical, dental and community health services are based in the hospital. The 28 bed complement is made up of 18 acute beds, a maternity bed, a single-bedded isolation unit, 2-bed intensive care unit, and 7 long-stay nursing home beds. There are modern facilities for outpatients and community health care, a day centre, 2 dental surgeries, and a single theatre with anaesthetic room.

The health and social services department consists of approximately 93 whole time equivalent staff. The Hospital has a staff of 6.3 doctors (4.3 GPs), including surgeon and anaesthetist, and a range of nurses and other health professionals including midwives, theatre team, health visitor, district nurse, mental health worker, physiotherapist, speech and language therapist, podiatrist and dentists. There is a small pharmacy with two full-time staff, one of whom is a qualified pharmacist. The Hospital has the normal range of supporting and domestic services including engineering and catering. An organisational structure chart highlighting the CMO role is annexed to this note.

Primary, Secondary and Emergency Healthcare Services are offered via the KEMH. For example, minor and major emergencies of all kinds are dealt with initially in the small casualty department. During the day, the department is staffed by a senior nurse. At night, the nurse provides on call cover from home. The medical officers are rostered to provide emergency care on a daily rota. All medical officers attend an Advanced Trauma Life Support (ATLS), and a local trauma course is also run on a regular basis.

There is a full theatre team on duty throughout the normal working week and on call at all other times.

The hospital provides the ambulance service, using 'untrained' drivers accompanied by one of the casualty nurses. In addition, the Ministry of Defence (MoD) at Mount Pleasant (MPA) Airbase provides Search and Rescue helicopters to transport seriously injured patients to and from the hospital.

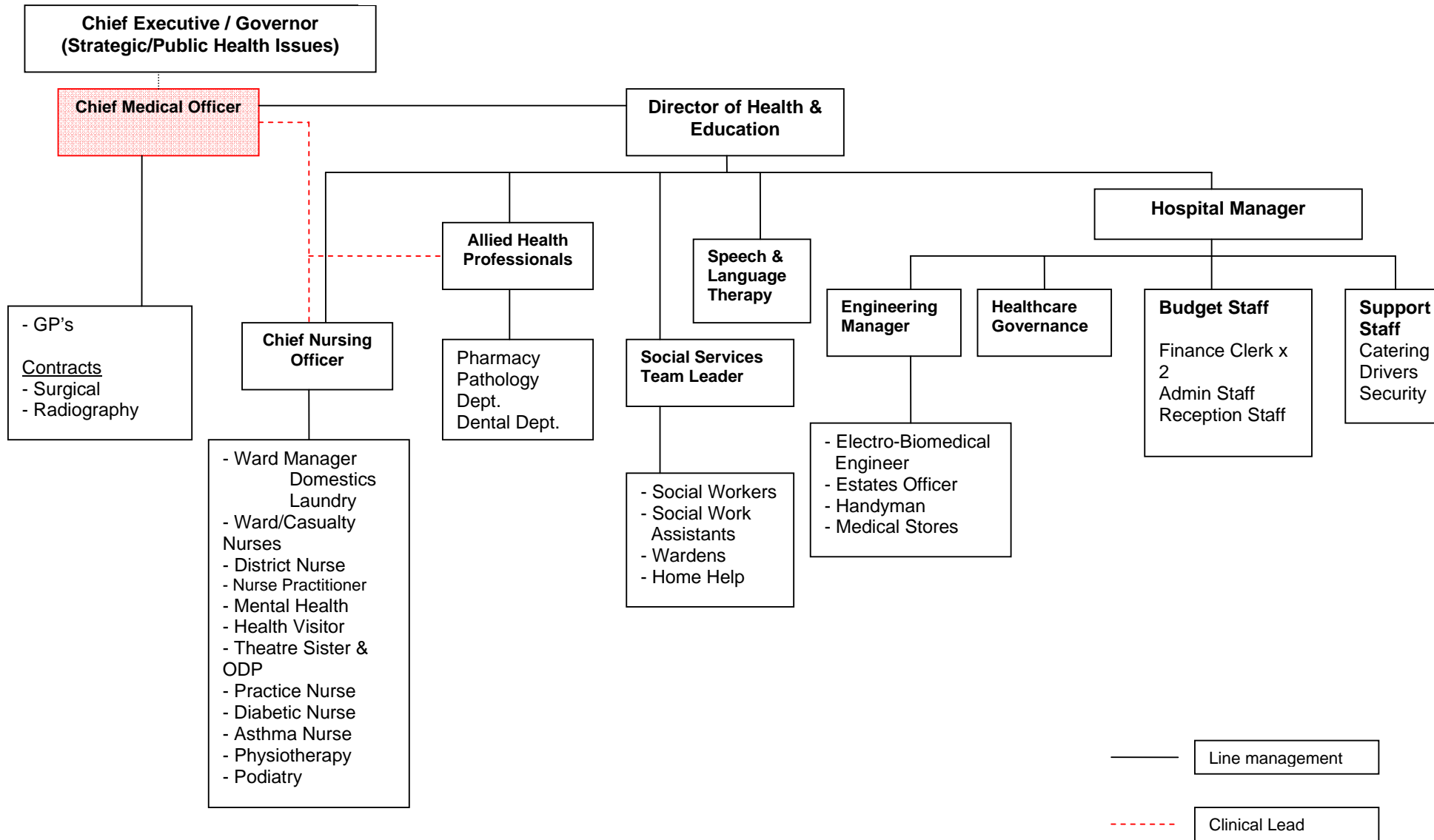
Very seriously ill patients can be provided with intensive care in the 2-bedded ITU unit, but the hospital capacity is such that this cannot be maintained over a long period. Patients in this situation are stabilised and evacuated out of the islands either via a Chilean civilian aeromedical evacuation team to Santiago, or via military aircraft to Montevideo. The latter route is used only in the most pressing emergencies, on average two to three times each year.

The department has a major accident plan, which forms part of the overall major incident plan for the islands, which is also linked into the MoD.

On the primary healthcare front, the 5 (4wte) 'medical officers' provide general practitioner services modelled on those in the UK. Surgeries are usually held twice a day on each working week day. Appointments are 10 minutes duration. Approximately 24,000 consultations were undertaken across outpatients and casualty in 2010.

Each week, one of the doctors makes a rural visit, either by land rover or light aircraft, depending on location. Each settlement is visited approximately every 6 weeks in rotation.

King Edward VII Memorial Hospital Structure



**Chief Executive / Governor
(Strategic/Public Health Issues)**

Chief Medical Officer

Director of Health & Education

Hospital Manager

- GP's
Contracts
- Surgical
- Radiography

Chief Nursing Officer

- Ward Manager
Domestics
Laundry
- Ward/Casualty Nurses
- District Nurse
- Nurse Practitioner
- Mental Health
- Health Visitor
- Theatre Sister & ODP
- Practice Nurse
- Diabetic Nurse
- Asthma Nurse
- Physiotherapy
- Podiatry

Allied Health Professionals

Pharmacy
Pathology Dept.
Dental Dept.

Speech & Language Therapy

Social Services Team Leader

- Social Workers
- Social Work Assistants
- Wardens
- Home Help

Engineering Manager

- Electro-Biomedical Engineer
- Estates Officer
- Handyman
- Medical Stores

Healthcare Governance

Budget Staff
Finance Clerk x 2
Admin Staff
Reception Staff

Support Staff
Catering
Drivers
Security

Job Description

Department:	Health & Social Services	Section:	King Edward VII Memorial Hospital
Job Title:	Chief Medical Officer	Name of Job Holder:	
Grade:	A2	Immediate Supervisor:	Director of Health & Education Services
Reporting: The Chief Medical Officer (CMO) reports strategically to the Government's Chief Executive and to the Governor and Executive Council but on a day to day basis to the Director of Health & Education			
Job Purpose: To act as the clinical lead and chief advisor on all medical and clinical matters both within the Department of Health and Social Services and to the Falkland Islands Government and to provide General Practitioner and hospital medical services to the local population, military personnel and visiting foreign nationals and tourists, using available resources in the most effective manner.			
Job Facts and Figures: The FIG Health and Social Services Dept provides comprehensive primary, secondary and community services to a population of about 3,000 residents, plus approximately 2,000 civil and military personnel at Mount Pleasant (35 miles away) for secondary care only. It is based in a 28-bed GP-led hospital in the Islands' capital, Stanley, and has a surgical team plus support from a range of Allied Health Professionals and a social services department. The Service follows UK practices and standards of care, modified where appropriate to meet local needs and circumstances. The CMO will be responsible for managing c. 8 staff, and will have three sessions per week dedicated to the management role. The CMO will have direction and impact on the medical spend of £7.5m and revenue of £2m.			
Main Accountabilities of Chief Medical Officer: <i>The Chief Medical Officer will carry out the full duties of a Medical Officer as follows:</i>			
<ol style="list-style-type: none"> 1. Provide full general practice/out-patient/obstetric (including intra-partum) and casualty care to the local population, and to military referrals in accordance with agreed arrangements. 2. In conjunction with the wider health and social care team, monitor, maintain and promote the health of the population. 3. Provide urgent and emergency medical services to visiting foreign nationals (mostly fishermen), tourists, military personnel and their dependents, treating medical problems ranging from minor to severe. 4. Provide in-patient medical and obstetric services to all of the above groups, aiming to treat those that can be managed within local skills and resources and to refer, as appropriate, for definitive treatment or specialist care. 			

5. Provide a police surgeon service to the Royal Falkland Islands Police Force, including forensic and supportive medical work.
6. Examine patients to certify fitness for insurances, pensions, etc and provide appropriate reports.
7. Keep patients (and/or their carers if appropriate) informed about their condition and involve them in decision making about their treatment.
8. Ensure the keeping of accurate, legible, and complete records of all consultations within the patient's medical records in accordance with good professional practice and the requirements of the FIG health service.
9. Maintain appropriate confidentiality of patient, hospital and government matters.
10. Contribute to the development of medical and hospital practice by participating in continuing professional development, teaching, encouraging learning and promoting good practice.
11. Participate in healthcare governance activities including clinical audit, quality improvement processes, clinical risk management, and delivery/development of evidence-based practice.
12. Participate in the planning, development and evaluation of service improvements.
13. Deputise for absent colleagues within the GP service.
14. The post holder will also be expected to ensure continuing membership of a medical defense organization, remain on the General Medical Council (GMC) Register, maintain professional standards and obligations as set out from time to time by the GMC (or other registering body) and comply in particular with the GMC's guidance on 'Good Medical Practice' as amended or substituted from time to time.

It is also the duty of the Chief Medical Officer to:

1. To manage the GP and surgical teams providing professional support and advice as required.
2. To act as a member of the health and social services Senior Management Team and participate in the operational and strategic management of the hospital, including planning and development of improvements to health services, in accordance with the needs of the population and available resources.
3. To take lead responsibility for setting, maintaining, monitoring and evaluating clinical standards in the Department of Health and Social Services, taking into account the evidence base, UK and other international best practice standards and local resources.
4. To advise on and participate in the development of healthcare governance systems and processes, audit and learning activities in the medical and wider health and social services team.
5. Identify and report regularly to government on the major health issues affecting the nation, recommending strategies for improving health and reducing the burden of disease.

6. Provide clear, independent and evidence-based advice to the Government on all health and medical matters, including health and safety, occupational and public health, ensuring that senior government managers and, if appropriate, H.E. the Governor and/or Members of the Legislative Assembly (MLAs) are aware of relevant issues and implications.
7. As appropriate, to carry out the statutory functions of the Chief Medical Officer. For example these include functions under the Mental Health Ordinance and obligations relating to Public Health.

Additional Information:

- Required to participate in the on-call rota for out of hours work.
- Must hold a full, valid driving licence
- The post holder will be expected to travel to outlying islands by light aircraft as necessary. Some travel by sea may also be required, as may off-road driving.

General Person Specification:**Knowledge / Qualifications*****Essential Elements***

1. Registered and licensed to practice with the UK GMC,
2. GP vocational or equivalent training and a place on the GP specialist register.

Desirable Elements

3. Evidence of training and practice in one or more of the following:
 - maritime, aviation or diving medicine
 - endoscopy
 - ultrasonography
 - emergency anaesthetic cover in the absence of a consultant anaesthetist
4. Advanced Trauma Life Support or equivalent trained, or a willingness to undertake training as required.

Experience***Essential Elements***

5. Anticipated 10 years experience as a GP.
6. Minimum of 2 years appropriate experience of managing clinical staff.
7. Experience and evidence of having deployed clinical practices.
8. Evidence of being an excellent team player with respect for and understanding of other professional groups.
9. Evidence of working successfully in fast changing environment and being comfortable with dealing with conflicting interests.
10. Evidence of working successfully to educate and engage with a variety stakeholders.
11. Experience of mentoring and coaching less experienced staff.
12. Experience of developing health/clinical policies and procedures.

Desirable Elements

13. Recognised training and practical experience in another clinical area, e.g. family planning and sexual health, diabetology/endocrinology, musculoskeletal medicine, paediatrics, ophthalmology, elderly care, respiratory medicine, etc., exercised locally in accordance with the needs of the FIG health service.
14. Experience of Occupational Health medicine, or a willingness to undertake training as required.
15. Experience of using EMIS.
16. Experience of forming and deploying networks & teams.

Skills***Essential Elements***

17. Able to undertake forensic medical examinations
18. Clear and articulate in both written and vocal communication
19. Able to use basic word processing and spreadsheets.
20. Excellent interpersonal skills which can engage any level of audience and inspire confidence and trust.
21. Able to deliver outcomes through a supportive, yet professional approach.
22. Candidates must also be flexible in their approach as an Out of Hours capability will be necessary as will adaptability to working in a close-knit community.
23. The possession of good time management and organisational skills.

Desirable Elements

24. Ability to work with and through the media
25. Able to work within a political environment with Elected Members.
26. An ability to respond effectively to public issues whilst working within Government parameters would be helpful.

Basic Terms & Conditions of Employment

Please note that a full copy of the terms and conditions of employment can be accessed at <http://www.transformingthefalklands.co.uk/>

- Your normal place of work is the King Edward VII Memorial Hospital ('KEMH'), Stanley, Falkland Islands.
- The full time working week, excluding the on-call period but including time off following a night on-call, shall be equivalent to 10 sessions i.e. 10 half days of 3.75 hours per half day. The working week is defined as Monday through to Saturday inclusive between the hours of 8.00am to 7.00pm Monday to Friday and 8.00am to midday on Saturday. This will provide the opportunity for evening and Saturday morning clinics if required by FIG.
- You shall be required to participate in the on-call rota for out of hours work. This shall normally be on an average basis of 1:4 with prospective cover.
- You shall be required to take an equal share in the on-call rota with other Medical Officers for which you will receive an On-Call Allowance of 7% of your basic salary payable only in respect of periods when you take part in the on-call rota. For ease of administration, this will be paid in 12 equal amounts with your monthly salary and will be calculated by deducting annual leave entitlement and study leave entitlement of 2 weeks from the calculated annual payment. The amount of the On-call Allowance will be [**£4,294** per year]. Periods of study leave in excess of 2 weeks and periods of absence for any other reason, including sickness, of a week or more will result in an adjustment of the on-call allowance payable for that period.
- Falkland Islands Income Tax and Retirement Pension contributions shall be deducted from your salary by FIG as is required by the law of the Falkland Islands. You will be liable to make contributions to the Retirement Pension Scheme which are currently £13.50 per week. These contributions, which are non refundable nor transferable will be deducted from your salary.
- You shall be entitled to take, in addition to the Public and Government holidays referred to in clause 12 below, 30 working days (60 sessions) as annual leave. You shall be paid your normal basic remuneration during such annual leave.
- We will provide you with accommodation with essential furnishings for which you will be required to pay rent at the rate fixed by us.
- We will provide flights for you, your spouse and children on the following occasions:
 - on first appointment providing your spouse and children arrive in the Falkland Islands within six months of you taking up appointment;
 - on the first and second anniversary of appointment
 - on inter-tour leave i.e. between separate contracts of employment;
 - on satisfactory completion of your employment, providing they are utilised within one month of the termination date; and

- in the event of serious illness of yourself, spouse or children when adequate medical treatment cannot be provided locally. This will be determined by the Falkland Islands Government on receipt of appropriate professional advice.
- You shall be provided with access to a motor vehicle when on duty and for duty purposes only.

INCOME TAX

The Falkland Islands (FI) income tax year runs 1 Jan to 31 Dec.

There is no self-assessment; individuals are required to complete an income tax return.

The Personal Allowance (PA) for 2011 is £12,000. You may not be entitled to the full PA, please see 'Tax Residency'.

Individuals are taxed at the following rates, after taking into account allowable deductions:

For 2011:

First £12,000	@ 21%
Rest	@ 26%

Recruitment package and timetable

All applications will be acknowledged. A selection panel will meet to consider applications, and Veredus will advise all applicants whether you have been selected for preliminary interview.

Candidates who have been longlisted will be informed by telephone, and invited to preliminary interviews. Those who have not been longlisted will be notified by letter.

Preliminary interviews will be carried out by Veredus at their London offices.

The selection panel are to agree the shortlisted applicants following preliminary interviews and candidates will be informed of the results by telephone. Shortlisted applicants will be asked to attend a final panel at the Veredus London offices.

If you have any queries on any aspect of the appointment process, need additional information or wish to have an informal discussion, please contact Helene Usherwood on 020 7932 4304 or Melanie Shearer on 020 7932 4393.

If you would like to informally discuss the role with David Jenkins (Director of Health & Education) or Dr Roger Diggle (current CMO) then please call + 500 28000. Or alternatively email djenkins@kemh.gov.fk to coordinate a time.

Element	Date
i. Closing date	Monday 7 th March
ii. Longlisting	Friday 11 th March
iii. Preliminary Interviews	w/c Monday 14 th March
iv. Final Selection Interviews	28 th March – 31 st March - London

Please note that these dates are subject to change / confirmation

Further information

For more information on this role and the Falkland Islands in general, please visit our microsite at <http://www.transformingthefalklands.co.uk/>

How to apply

If you are interested in being considered for this position, please examine the job description and person specification carefully in assessing the suitability of your candidature.

If you wish to apply for this role, please respond by submitting a CV and supporting statement, which should state how you meet the listed criteria in the person specification.

Please quote reference number 11758 in all correspondence.

You should give the names, positions, organisations and telephone contact numbers of at least two referees, one of whom should be your current/most recent employer. Referees will not be contacted without your prior approval.

You are invited to complete and return the enclosed monitoring information form. This will help our client to follow the recommendations of the Equality and Human Rights Commission, that employers should monitor selection decisions to assess whether equality of opportunity is being achieved. The information on the form will be treated as confidential, and used for statistical purposes. The form will not be treated as part of your application.

Any person with a disability, whose application clearly shows that they meet the essential requirements in the person specification, will be invited for interview.

Finally, please ensure that you have included mobile and home telephone numbers.

Applications should be emailed to: mary.dempsey@veredus.co.uk

If required, applications can be posted to

Mary Dempsey
Veredus
17 Rochester Row
London
SW1P 1RP

Or faxed on 020 7932 4201. If you fax your application, please follow up with a clean application in the post.

Veredus will respect the privacy of any initial approach or expression of interest in this role, whether formal or informal.

Advertisement

Chief Medical Officer, Falkland Islands

Attractive Package

An extraordinary and exciting place, the Falkland Islands have enjoyed remarkable growth and economic development in recent years providing excellent community facilities and overall quality of life for the 5,000 strong population. Responsible for providing high quality, cost-effective health and social services, the Falkland Islands Government Health Services' vision is to address the identified needs of the population, in order to preserve life, treat illness and promote lifelong well-being.

As clinical lead, the CMO will be responsible for every aspect of clinical and medical matters as well as working with a multi-disciplinary team to provide the full range of GP and hospital medical services to the Islands' permanent and transient population. An exceptional opportunity to be involved at the front line, nationally and internationally, the CMO will work closely with the MoD and the general public ensuring that services are fit for purpose and new performance

management systems are being used in the most effective and efficient manner.

A registered General Practitioner, you will have experience in obstetrics, as well as a track record of developing improvements to health services. An inclusive team player you understand the needs of other professional groups and will have experience of actively engaging with a variety of stakeholders. A seasoned strategist, you will also be able to advise and make the mature clinical decisions required to ensure high quality care in what are a unique set of circumstances.

For more information please visit <http://www.transformingthefalklands.co.uk> or for a confidential discussion contact our consultants at Veredus: Melanie Shearer on +44 (0)20 7932 4393 or Helene Usherwood on +44 (0)20 7932 4304.

Closing date: Monday 7th March 2011.

VEREDUS

Equal opportunities monitoring form

Enter Job Reference Number Here:11758

Name:

Date of Birth:

Current Job Title:

Full time:

Part-time: If yes, No. of Hours:

Female:

Male:

Marital Status (please state) :

Please tick as appropriate

ETHNIC ORIGIN INFORMATION

These categories are not about nationality, place of birth or citizenship. They relate to broad ethnic group categories as recommended by the EHRC. When you have read them all please tick the box that most accurately describes you.

Asian or Asian British;

Indian

Pakistani

Bangladeshi

Other

Black or Black British;

Caribbean

African

Other

Chinese or Other

Chinese

Other

Mixed;

White and Black Caribbean

White and Black African

White and Asian

Other

White;

British

Irish

Other

Other Ethnic Origin (please describe)

Religion (please state)

Section 1 of the Disability Discrimination Act defines a person as having a disability if he or she 'has a physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out normal day to day activities'.

Do you have such a disability? YES NO

Please describe the nature of your disability together with details of any adjustments that you may require to do this Job.

In which publication or website did you see the post advertised?